

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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**“Don’t
go,
don’t
go —
I don’t
want
to
say
goodbye!”**

See pages 3, 10, 11



NO, NO, NO!

WASHINGTON — President Reagan's balanced budget proposal would have devastating effects on the national economy, says a respected economic forecasting firm enlisted by the American Federation of State, County and Municipal Employees (AFSCME) to study the plan.

The study was conducted in response to Reagan's call for a constitutional amendment as part of his "Economic Bill of Rights." It predicts a two-year-long recession would result from the implementation of such a bill, throwing millions out of work, reducing the standard of living of almost all Americans, and stopping both industry and government from making essential technological advancements.

"The study shows that the balanced budget amendment is an attempt to sell the American people a bill of goods," says AFSCME President Gerald W. McEntee. "Far from enhancing anyone's rights, it would deprive the American people of their rights to keep their job, maintain their standard of living and have an opportunity to better their circumstances."

"The existing Bill of Rights and the Constitution provided the framework for the development of a society that has produced unprecedented human freedom and economic prosperity. In contrast, Ronald Reagan's Economic Bill of Rights would doom our nation to a long period of economic decline and human stagnation and misery," McEntee continued.

The prediction for the implementation of the balanced budget supported by the president found specific and lasting effects:

Unemployment

The number of unemployed would increase by over three and one half million, pushing the jobless rate close to double digit levels. If the plan were implemented in 1991, the unemployment rate would leap to 9.6 percent by 1993.

Recession

A recession would be precipitated. The real Gross National Product would decline by approximately \$419 billion by 1993.

Personal incomes of Americans would decline by 15 percent, a loss of over \$3000 per capita.

The adverse effects on the economy would persist over time.

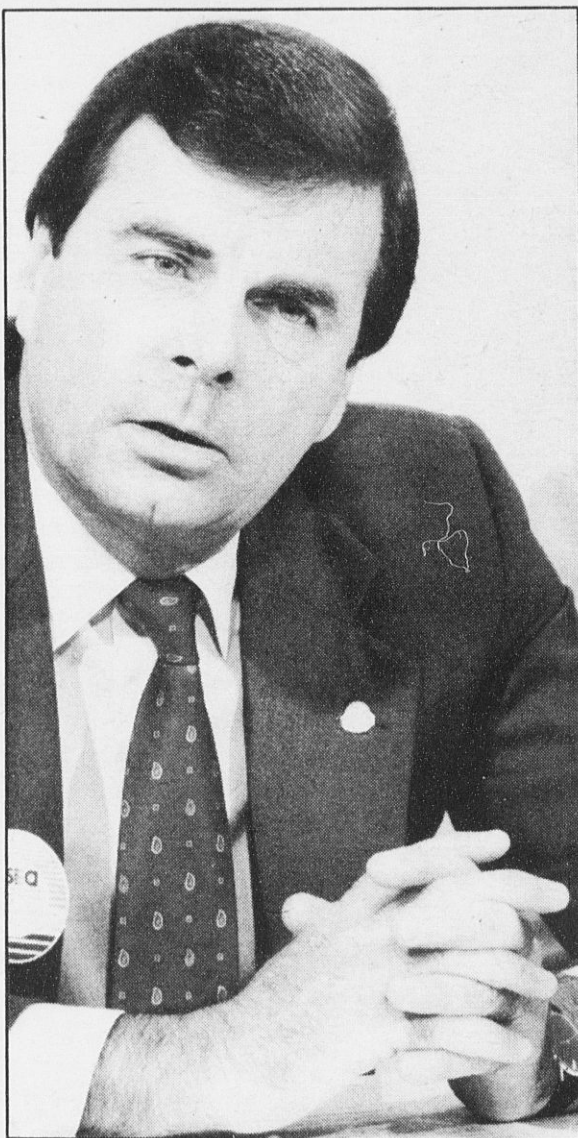
Federal cutbacks

The combined effect of the balanced budget and spiraling recession on revenues would force a cut in federal spending of \$391 billion for fiscal year 1994. Cuts of such magnitude — one quarter of all federal spending — could not be achieved without dismantling most federal programs and making deep, dangerous and unprecedented cuts in both defense spending and Social Security.

Hits closer to home

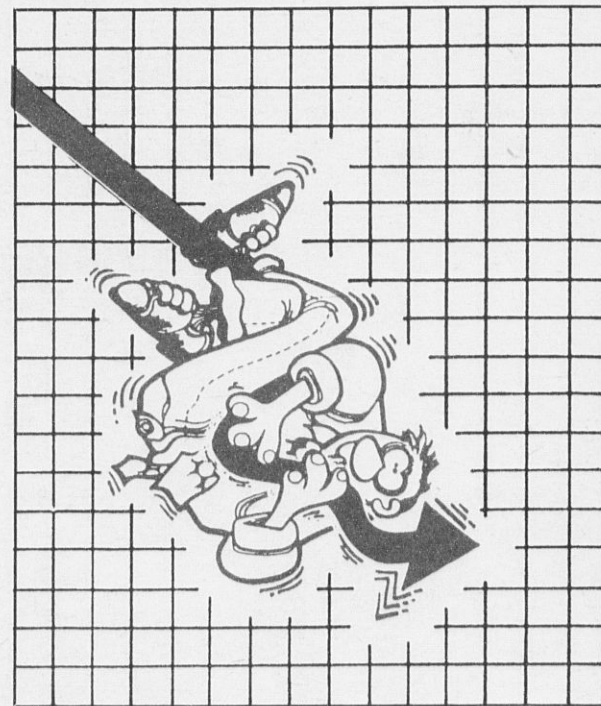
State and local government revenues would be reduced by an estimated \$225 billion in fiscal year 1994 due to the drop in employment, incomes and output. Education, public safety, highways, health care and other vital state and local government services would be cut by over 20 percent since state and local property, sales and income tax rates could not be raised in such a weak economy.

"Quite rightly, the Founding Fathers did not write economic theory into the Constitution. That's just what the balanced budget amendment would do," McEntee concluded, "and the effects would be devastating for the American economy."



'... an attempt to sell the American people a bill of goods.'

— Gerald McEntee



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The inevitability of understaffing

Clara L. Taylor did not die in vain.

The 47-year-old therapy aide and mother of nine who was brutally beaten to death on July 17 at Rockland Psychiatric Center lives on in the memory of her family, friends and co-workers and as a symbol of the urgency and intensity of CSEA's campaign to end understaffing at psychiatric centers.



CLARA L. TAYLOR
1940-1987

"This is a tragedy that could have been avoided. It sent a chill through every mental health worker in New York because they know it could happen to them," says CSEA President William L. McGowan.

McGowan has renewed his call upon Gov. Mario Cuomo to provide adequate staffing at psychiatric centers and end irresponsible assignment patterns which needlessly put employees at risk.

"There is no excuse why this woman was on duty without any back-up help. The Office of Mental Hygiene, the Division of

the Budget, and even the governor himself must bear some of the guilt for allowing understaffing to continue throughout the mental health system," McGowan charges. "What can they tell Clara Taylor's nine motherless children — that saving the state money was more important than their mother's life?"

"How many more have to die before this situation is taken seriously?" McGowan asks.

Mrs. Taylor was killed while working alone on a night shift in a transitional ward with 24 clients about to be released into the community. State Police investigating the murder have released

few details of the homicide.

Mrs. Taylor was working alone because the other person assigned to cover that shift with her was on vacation. Rockland Psychiatric Center CSEA Local 421 President Glenda Davis says a number of complaints had been registered about employees having to work alone on shifts due to illnesses and vacations. She says supervisors don't always try to find a substitute, and often have difficulty getting someone else to work when they do make the effort.

What can they tell Clara Taylor's nine motherless children — that saving the state money was more important than their mother's life?

CSEA Southern Region President Pat Mascioli also has harsh words for state officials who sanction dangerous staffing policies in the facilities.

"Administrators get gold stars from the commissioner and the governor for running their facilities on as little funding as possible. The ultimate goal is to save money — not patients or employees!" he says.

An Office of Mental Health spokesman admitted that overtime is customarily paid only to "high priority wards" because of budget constraints and said the scene of the killing was not considered to be a high priority area. Since the murder, however, Rockland's director has ordered that no employee there be on duty alone.

McGowan says it is a step in the right direction that should have been taken years ago. "It's still a Band-Aid solution at best and doesn't help lower the risks faced by employees at other psychiatric centers around the state," he notes.

The murder of Clara Taylor escalates the situation to the point that it is now "unconscionable" for the state not to take corrective action immediately, McGowan says.

"Mrs. Taylor should not have been left alone"

When Martin Langer, CSEA public policy specialist in mental hygiene, heard about the tragic murder of Clara L. Taylor at Rockland Psychiatric Center, his immediate response was grief for the victim and concern for her family. His second was "perhaps the inevitable has finally occurred."

"Irrespective of the supposed degree of readiness for possible discharge, this transitional home lodges individuals who are mentally ill," Langer points out. "Given that simple fact, Mrs. Taylor should not have been left alone. No staffing patterns should ever allow this type of

situation to arise, and if it happens to arise, no budgetary issues should ever cause supervisors to withhold the use of the overtime which would be necessary in order to provide double coverage."

Bluntly pointing out that "inadequate staffing has become a tragic way of life in state psychiatric centers," Langer added that "nobody can accurately predict the future in the delivery of mental health services when the patients to be served are themselves so unpredictable. However, can we not at least reduce the odds on effectively dealing with disasters? We can start by having acceptable staffing levels in OMH.

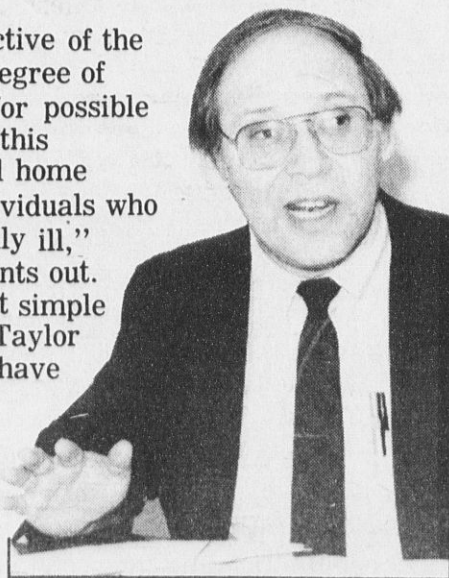
"Beyond that, are we possibly repeating the tragic mistakes of the last round of deinstitutionalization, only this time with the tragedy extending beyond the neglect of patients to now include a clear risk to the general public?"

Concludes Langer, "CSEA believes these problems are not local, they are systemic."

"If Mrs. Taylor could speak to the issue now, she would certainly know that."



CSEA PRESIDENT William L. McGowan and Local 421 President Glenda Davis walk to the funeral of Clara Taylor.



MARTIN LANGER

Remembering
Clara Taylor

Pages 10-11



turning off the flow of TOXICS

Health and safety issues, like other labor/management matters, are often confrontational in nature. But sometimes cooperation is the shortest path to correction.

Recently a group of officials and staff from CSEA's Capital Region and a representative from Region I of the state Department of Transportation (DOT) put that theory to the test.

The group conducted inspections at DOT work sites north and east of the Albany area. They covered about 200 miles and dropped in at several DOT locations. The purpose: to determine if any health or safety problems, particularly involving toxic materials or substances, existed at any of the sites.

Compiled by
Daniel X. Campbell
CSEA Communications Associate

In a cooperative effort designed to identify and correct health and safety problems at DOT worksites, a group of CSEA and DOT representatives recently spent an entire workday conducting visits to several such sites.

CSEA representatives included Capital Region Director John D. Corcoran Jr., Capital Region Occupational Safety and Health Specialist Dave Smith, CSEA Transportation Local 676 President Milo Barlow, Eastern Barge Canal Local 500 President Tom Doin and CSEA Industrial Hygienist JoAnn Curtis. Safety Engineer Bill Bord represented DOT Region I.

The tour found DOT sites "prepared, but not up to snuff." The group observed an oil



CSEA REPRESENTATIVES inspect painting material stored in the open near Champlain Barge Canal. From right are CSEA Local 676 President Milo Barlow, CSEA Occupational Safety and Health Specialist Dave Smith and CSEA Local 500 President Tom Doin.

spill that reoccurs year after year at one site; a PCB spill at another along with improperly stored PCB contaminated soil. They came upon a paint crew spraying lead-based paint into the Champlain Barge Canal and discovered huge amounts of paint chips in the river and covering nearby land inhabited by people and used as grazing for cattle. They found a DOT herbicide storage building containing unmarked barrels and other shortcomings. At another site a single exhaust fan proved to be inadequate for the job after a contractor had roofed over other vent fan areas.

"The cooperation between CSEA Capital Region officers and staff and DOT Region I officials in arranging the first toxic tour does show mutual concern for health and safety issues," says CSEA Capital Region First Vice President Joan Tobin. Tobin is an employee of DOT and, along with Barlow, represents transportation employees on CSEA's statewide board of directors. "We are hopeful that our concerns, which will officially be reported to DOT shortly, will be met with the same type of prompt cooperation."

What they saw and questioned

Several questionable situations were observed at the first stop on the tour — a DOT canal office and maintenance worksite in Waterford. There they found a PCB spill

site created when transformers were moved from outside to a locked building. A garbage can, covered with an unmarked plastic garbage bag, was found filled with PCB-contaminated soil.

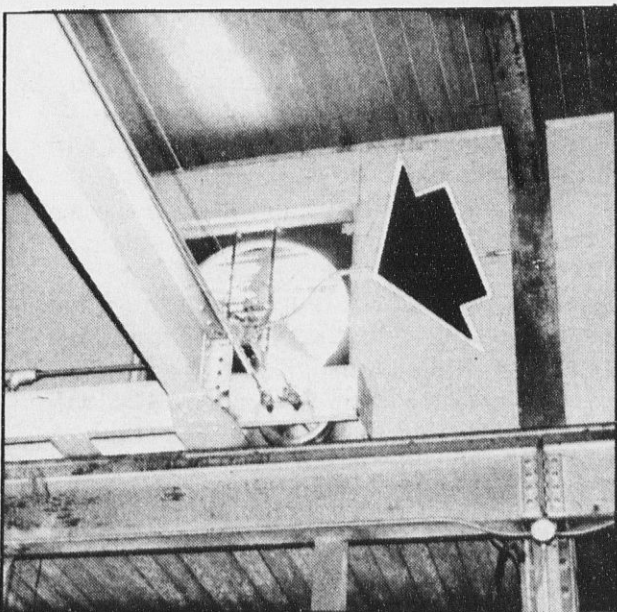
At the next stop, a DOT maintenance shop adjacent to a PCB dreg site, the group seriously questioned the construction of a Washington County sewage treatment plant near the dreg site. CSEA says it's concerned construction is disturbing PCB-contaminated soil.

On the road again, the group came upon a private contractor's crew working on a bridge over the Champlain Barge Canal at Fort Miller. The group observed a layer of blue paint floating in the lock water and paint covering nearby trees, bushes and ground. Lead-based paint chips were covering the landscape and had fallen directly into the canal.

It turned out the state Environmental Conservation Department had granted the painting contractor a waiver from the normal procedure of using any netting to catch paint chips or contain airborne paint while working on the bridge and canal gates.

As for cows grazing on contaminated grass nearby, a paint crew member observed, "They're puking all over the place."

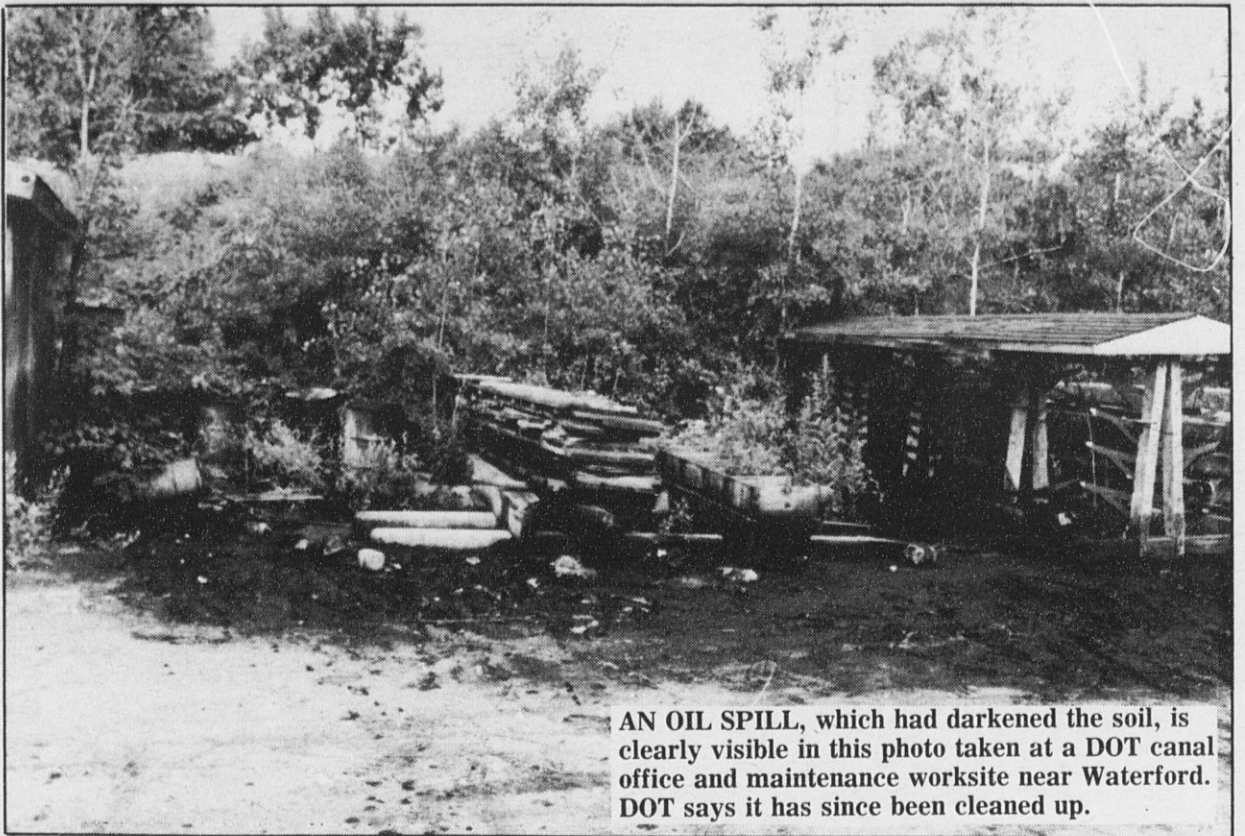
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THIS SINGLE FAN is all that vents a large area in a DOT building near Waterford. CSEA says it is inadequate.

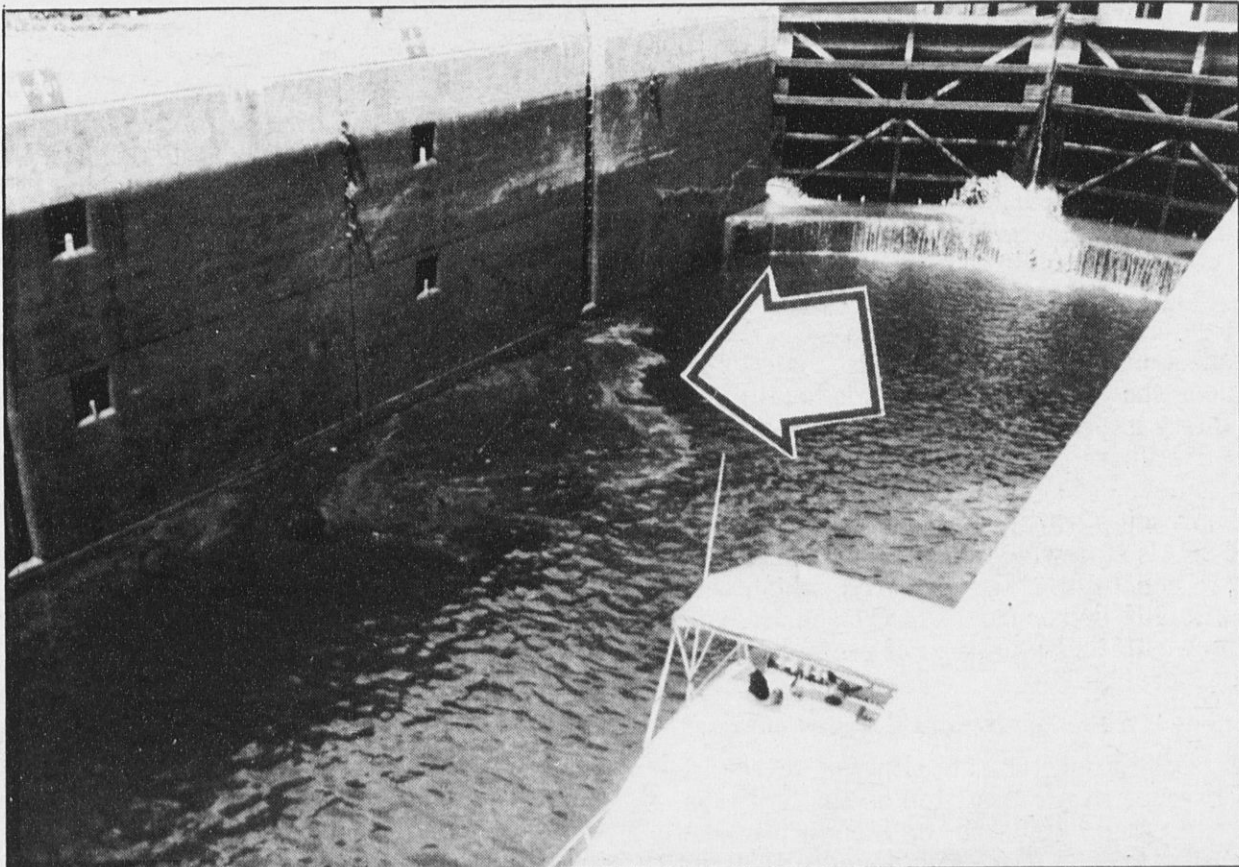
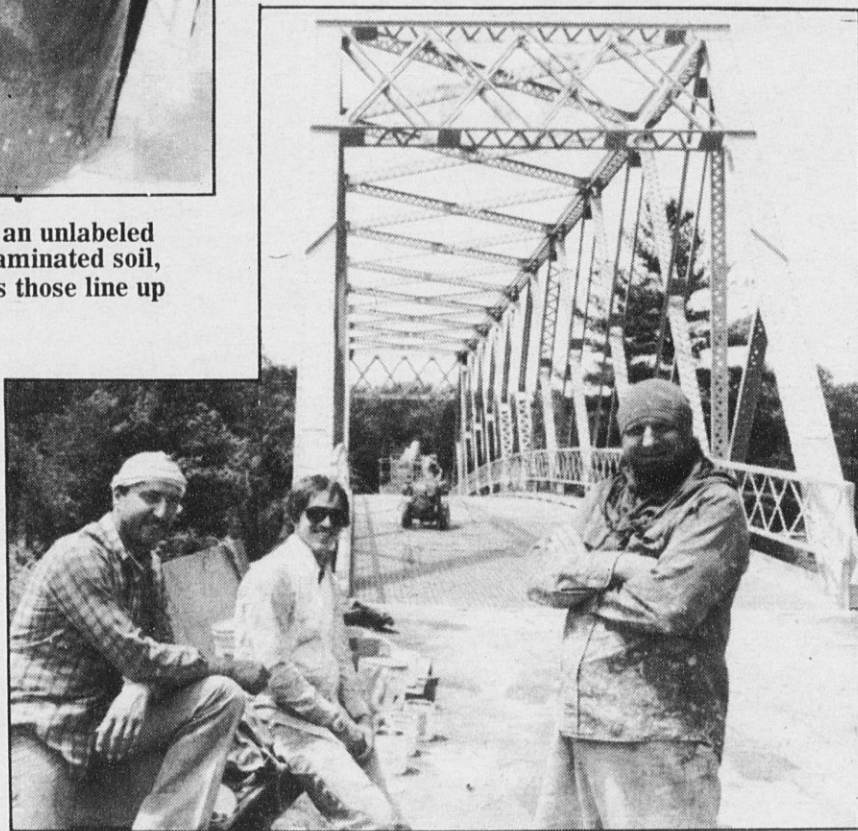


GARBAGE CAN, covered with an unlabeled plastic bag, contains PCB-contaminated soil, caused by transformers such as those line up behind the can.



AN OIL SPILL, which had darkened the soil, is clearly visible in this photo taken at a DOT canal office and maintenance worksite near Waterford. DOT says it has since been cleaned up.

THIS CONTRACTED PAINT CREW, right, working on bridge in background and on nearby canal gates, is responsible for the paint slick (arrow) on water in lock on Champlain Barge Canal, photo below. State Environmental Conservation Department granted waiver from normal procedure of using netting to catch airborne paint and paint chips.



Toxic tour

(Continued from Page 4)

After spending some time at the scene to document the conditions, the tour moved on to Saratoga Springs and a DOT herbicide storage building. There the union contingent complained of lack of "no smoking" signs and absence of warning labels on materials, some apparently improperly stored. The group expressed concern that at least one of the materials was a known carcinogen and also questioned whether such material, which would cause toxic fumes in the event of a fire, should be stored in a wooden structure.

Then it was back to Waterford and an inspection of a large DOT maintenance worksite. A contractor had replaced the ceiling and covered over most vent fan areas. A single exhaust fan now inadequately serves a large portion of the building.

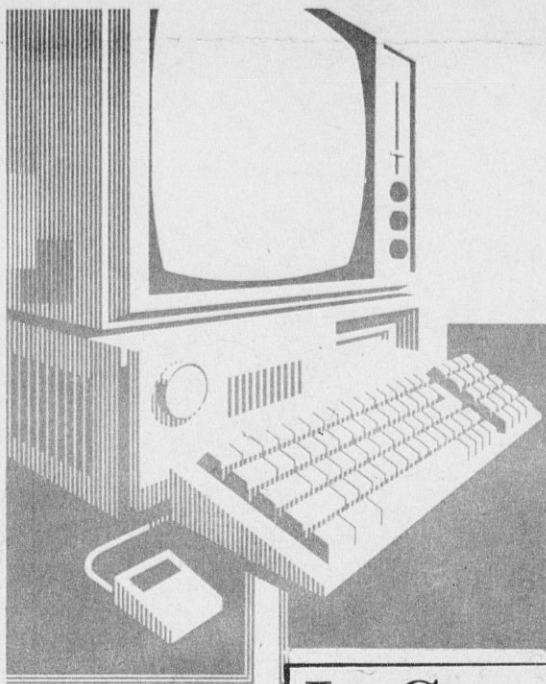
Management said the single fan "really did a knockout job and could suck your socks off," so the group put it to the test. The conclusion: the fan failed to move a hair on the head and all socks remained firmly on.

DOT responds

DOT's Bord indicated a few days after the tour that the Waterford oil spill area is being cleaned up and PCB-contaminated transformers will be removed by professionals. The vent problem in the work building, he said, will require an outside engineer's study, which is under way.

A herbicide CSEA feared might be cancer-causing is listed that way in one study but four other studies disagree with that conclusion. However, says Bord, DOT will find a substitute for that chemical as soon as possible. The current supply will be used with extreme caution and proper equipment, he says.

As for the wooden storage building, he said the department will determine if it meets all requirements and take corrective action if it does not. "No smoking" signs will be posted in that area.



Suffolk setback

HAUPPAUGE— Bowing to unprecedented business pressure, acting Suffolk County Executive Michael LoGrande recently vetoed a CSEA-backed bill regulating computer terminal use in the public and private sector.

The measure, which was sponsored by legislator John Foley and was passed by the County Legislature with a 13-2 vote on June 23, called for companies with 20 or more video display terminals (VDTs) to pay for annual eye exams and glasses, if needed, for the operators. It also required work breaks be given for computer operators every three hours and ergonomically correct equipment be used such as detachable keyboards, special direct lighting and screens for the terminals.

LoGrande claims he vetoed the bill because there is "not enough medically conclusive evidence to put ourselves in an unfavorable position with respect to high technology."

Instead, LoGrande is supporting a new bill which will apply regulations to approximately 1,000 Suffolk County employees who will be a test group while more studies are done.

"This veto is really a shame — I think Suffolk missed the opportunity to lead the country in the implementation of safe VDT operations," commented CSEA statewide Secretary Irene Carr, who testified at public hearings on the legislation.

"CSEA and AFSCME have so much clinical proof on the negative effects of VDTs that there is no reason why this issue should be stalled for more studies," she added.

"Working on VDTs has been found to cause eye strain, neck and back aches, dizziness, stress and nausea; and because of this veto, VDT operators will continue to suffer," stated CSEA Region I President Danny Donohue.

"LoGrande didn't want to upset business, but CSEA has over 50,000 members on Long Island and he should've thought about their welfare and their votes," he pointed out.

Despite this setback, CSEA plans to continue its efforts for healthier VDT working conditions through the state legislature. The union is also anxiously awaiting the release of its negotiated VDT policy for state workers which should be out shortly.

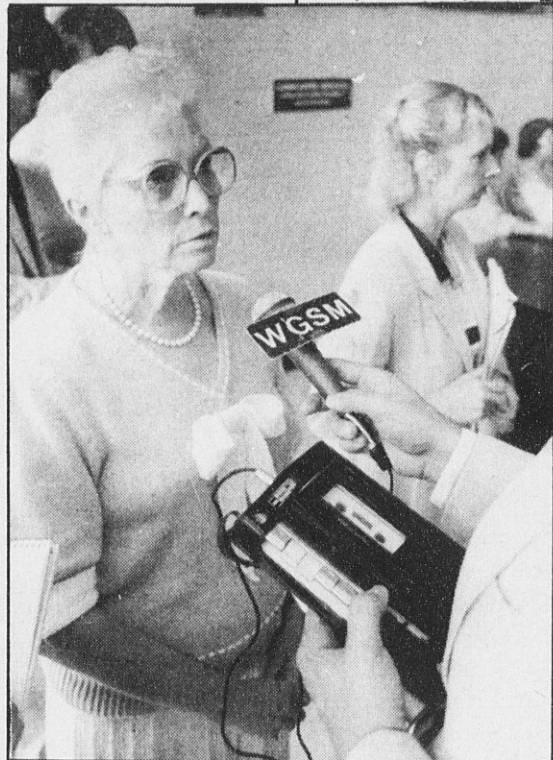
LoGrande Vetoes VDT Bill

Supports applying rules to county workers, but not private firms

By Catherine Woodard

Acting Suffolk County Executive Michael LoGrande yesterday vetoed what would be the first law in the nation to regulate computer terminals in the private sector and said he agreed with business leaders that the law would unnecessarily place Long Island at a competitive disadvantage.

CARR



LoGrande, with Legis. Patrick Mahoney, addresses reporters

research will concentrate on the effects of VDTs on pregnancy. She said she and Landrigan are still negotiating for funding for the study.

Foley's bill targeted eye strain, headaches and other muscular and stress-related complaints that workers have blamed on VDTs. Foley could not be reached for comment because he is traveling in Ireland, but during the debate on the bill in June he said he purposely excluded the impact of VDT radiation on pregnancy because the research was less conclusive.

Chief Deputy County Executive Gregory Munson said later in the afternoon that LoGrande may have been misinformed about the study and would consider approaching businesses to fund a separate study if the Mt. Sinai research is not compatible with the county's goals. LoGrande said during the news conference that he does not believe further research on the possible health hazards of VDT radiation is needed.

Assemb. Patrick Halpin (D-Lindenhurst), LoGrande's Democratic opponent for county executive, called the task force a "diversionary tactic in an election year. The study is an attempt to try to placate the workers he has disappointed."

In addition to the occupational medicine specialists, LoGrande appointed to the task force Foley, Legis. Rose Caracappa (C-Selden), Suffolk Health Commissioner David Harris, two union representatives, a member of the LIA, an engineer from Grumman Electronic Systems and the director of the Washington-based Center

will support the veto. LoGrande said that about 1,000 of the county's 12,000 employees would meet the criterion of working on computer terminals at least 26 hours a week. He predicted that the cost of implementing the rules for county workers would be minimal. Annual eye exams already are available under the county's insurance plan, he said. Mahoney, who will sponsor the bill implementing the regulations to county employees, said his intention is to "use county workers as a control group to get scientific data that would give indications as to whether the use of

VDTs over a long-range period has serious health effects on the users."

LoGrande and Mahoney said they hoped that the county would be included in a VDT study developed by Dr. Philip Landrigan, director of occupational medicine at Mt. Sinai Hospital. Landrigan is one of two specialists in occupational medicine LoGrande appointed to the task force. "We can feed that information into the Mt. Sinai study that is going on right now," LoGrande said.

Landrigan could not be reached for comment, but a colleague on the study, Dr. M.

DONOHUE



ALBANY — CSEA's intense lobbying of Congress on additional funds for the hard-hit state Labor Department has been effective. New York will receive the "lion's share" of the budget supplements soon to be released by the federal Department of Labor.

The allocation will include: \$4.27 million as a base for Unemployment Insurance administration, with a large unspecified contingency fund to follow; and \$1.17 million for the Targeted Job Tax Credit.

CSEA mounted its push for the supplemental funds after the state Labor department suffered a \$33 million federal budget cutback that threatened layoffs for about 250 CSEA members. No members are now in short-term danger.

While CSEA's task force spearheaded a letter-writing campaign and made

CSEA helps N.Y. secure 'lion's share' of labor \$\$\$

personal appeals to New York's congressional delegation beginning last winter, a series of stopgap measures were put in place with the state to protect employees. After Congress finally came through with the funding last month and it

was approved by the President, there was additional delay on the allocation by the federal Department of Labor.

CSEA President William L. McGowan telegraphed Labor Secretary William Brock on July 21 requesting that New York's needs be given priority. Hailing the swift and fair action of the federal department, McGowan said: "This allocation gives New York its fair share of the pie and will be a big help."

Adds Department of Labor Local 670 President Jeanne Lyons, who personally helped dozens of displaced members find positions: "Right now there's still some confusion because the state hasn't been able to review the federal allocation. We've got about 25 members on temporary assignment and my main concern is seeing that they're protected."



APARTHEID

CSEA's new approach

By Stephen Madarasz
CSEA Communications Associate

The struggle against the terror of Apartheid in South Africa might seem like someone else's battle, half a world away. But all working people have a stake in the outcome and CSEA members even have a direct impact on it every day.

"Apartheid really isn't about race," says Willie Terry, chairman of CSEA's new anti-Apartheid committee. "It's about people having basic human rights, including the right to make a decent living."

Terry points out that labor unions in South Africa and this country are the key organizers against Apartheid because anytime workers are exploited, working people elsewhere eventually suffer by having their wages undercut.

For CSEA members, the connection is even more brutal: Millions of dollars of investments from New York state public employee pension funds help support the South African economy.

"It's a disgrace that New York still hasn't divested," comments Terry. Already 21 states, including California and neighbors New Jersey, Connecticut, Massachusetts and Vermont have done so. New York City, Rochester and Freeport, Long Island, have also pulled out their South African investments.

Despite repeated CSEA calls for divesting the pension funds, state Comptroller Edward Regan — the sole trustee of the fund — stubbornly refuses to act. Attempts to address the situation through the state legislature have also failed.

But Terry is not discouraged. "The anti-Apartheid committee is new for CSEA and now we have a vehicle for movement. We just have to keep pushing the state, using all kinds of approaches."

Among the committee's plans are: an information room at next month's CSEA convention. Materials are also being prepared to help activists organize their locals.

There are other long-range priorities:

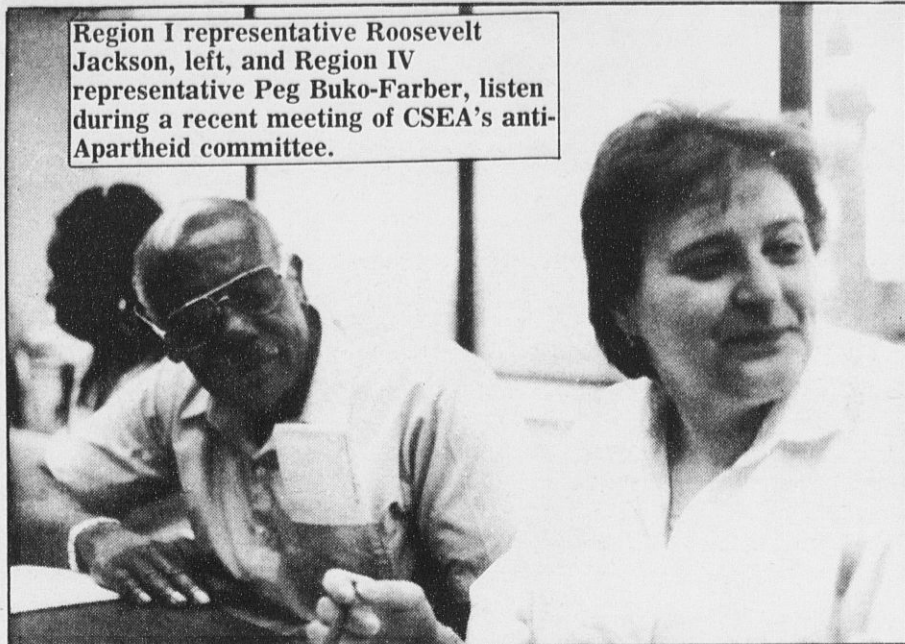
*Plan strategy for divestment with CSEA's statewide Political Action Committee

*Encourage the creation of regional anti-Apartheid committees

*Publish boycott lists of companies and performers who have supported Apartheid

*Network with other unions and organizations over this issue

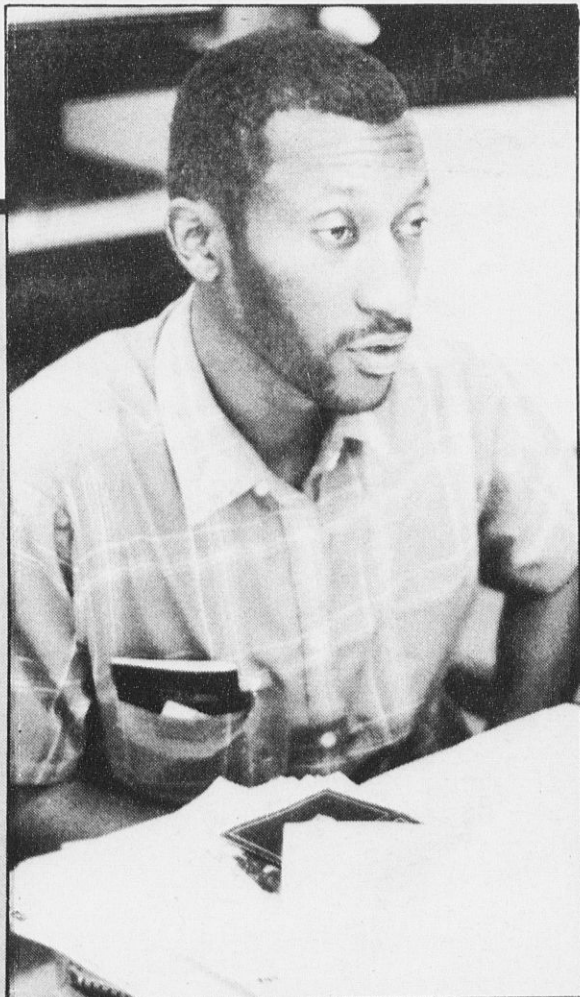
"CSEA can play an important role against Apartheid," explains Terry. "We just have to get people working on things where we can be effective."



Region I representative Roosevelt Jackson, left, and Region IV representative Peg Buko-Farber, listen during a recent meeting of CSEA's anti-Apartheid committee.

CSEA anti-Apartheid Committee

Chairman	Willie Terry
Region I	Roosevelt Jackson Stephen Goldberg
Region II	Priscilla Bullock
Region III	Martin Sherrow Elliot Barnwell
Region IV	Harnetha DeGross Peg Buko-Farber
Region V	Shawn Connick Gladys Smith
Region VI	Roy Adams William Jordan



Willie Terry

Terry rises to challenge

Activism must run in Willie Terry's blood. Where causes are concerned, you can always find him organizing people.

"Willie is one of the most enthusiastic individuals I've ever worked with," comments CSEA Personnel Director James Hennerty, who serves as staff liaison to the union's new anti-Apartheid committee. "If there's work to be done, he takes it all on himself."

"My interest in organizing goes back to my involvement at school," offers Terry, matter-of-factly. As president of the student government at Borough of Manhattan Community College, he played a key role in staging demonstrations for peace, African liberation and other issues. He even spoke against Apartheid at a United Nations conference.

"The first time I was really active in CSEA was for the 'Solidarity Day' rally in Washington in 1981," he explains. But that was just the start of an involvement that

has seen him elected local president, help form a regional anti-Apartheid committee and be named chair of the statewide committee.

"All the issues I work on — I see as part of the labor movement. Being part of a union gives us a platform for speaking out."

Terry also believes that it is critical for labor activists to be involved in their communities and he practices what he preaches. As president of his block association in Queens, he has been deeply committed to making his neighborhood a better place to live: "We have a terrible crack problem, but we got people concerned and then kept pushing for more cops walking the beat and that made some improvement," he adds.

But like his union work, Terry notes that making real progress on any issue is an "ongoing struggle."

CSEA gets grief relief

HERKIMER — Lisa Holynski, a stenographer at Herkimer County Community College and a member of CSEA Local 822, has some good things to say about CSEA and how union representatives helped her win an arbitrator's award and bereavement leave credit.

The issue began in November 1986 when Holynski took two days bereavement leave following the death of a grandparent in the family. After returning to work, she made a written request to the college president for two days paid bereavement leave. The request was denied and only a half day's pay was granted. Although she was fully paid for the additional 1½ days, the time was charged to her annual leave.

The 13-year employee decided it was time to take the issue to Candy Mancini, her CSEA steward at the college.

Mancini immediately contacted Ercole Ventura, CSEA field representative for Herkimer County Unit employees, who assisted in preparing the grievance.

The grievance proceeded through the second step and included a letter to the Personnel Committee of the Herkimer County Legislature. When the legislature did not respond, CSEA legal assistance was requested and granted.

During two arbitration meetings, CSEA Regional Attorney John Scholl argued that current contract language clearly indicates



LISA HOLYNSKI, right, reviews the arbitrator's decision with Candy Mancini, her union steward.

Extra effort wins case over 'principle'

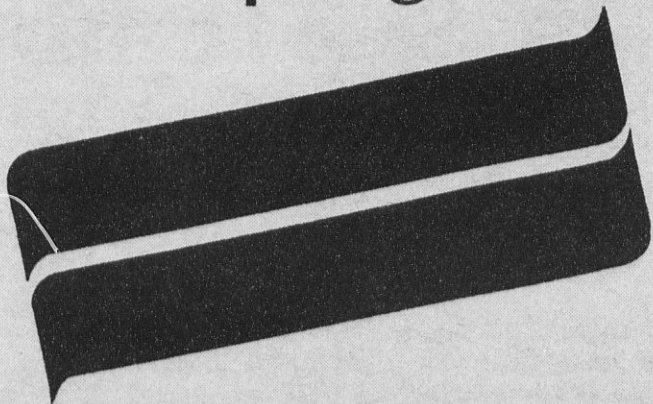
employees may be granted "three full days with pay for death in the immediate family". Although the contract language specifically covers grandparents but makes no reference to grandparents-in-law, Scholl presented employee time sheets to prove the county's past practice of granting bereavement leave for the deaths of grandparents-in-law.

In his decision, the arbitrator sustained the grievance and ordered Herkimer County to pay Holynski 1½ days bereavement leave pay and credit her with 1½ days that were charged to other leave.

After receiving the arbitrator's award, Holynski expressed appreciation to her fellow employee, Candy Mancini, Field Representative Ventura and CSEA Counsel John Scholl.

"The issue of 1½ days of bereavement leave may not seem important to some Herkimer officials, but the language in our contract and the county's past practice with similar cases demanded that we file the grievance and see it through. Thanks to CSEA guidance and legal assistance, we won the case. I'm very grateful," Holynski said.

LABOR/MANAGEMENT **Achievement** **Awards** program



Nomination deadline near

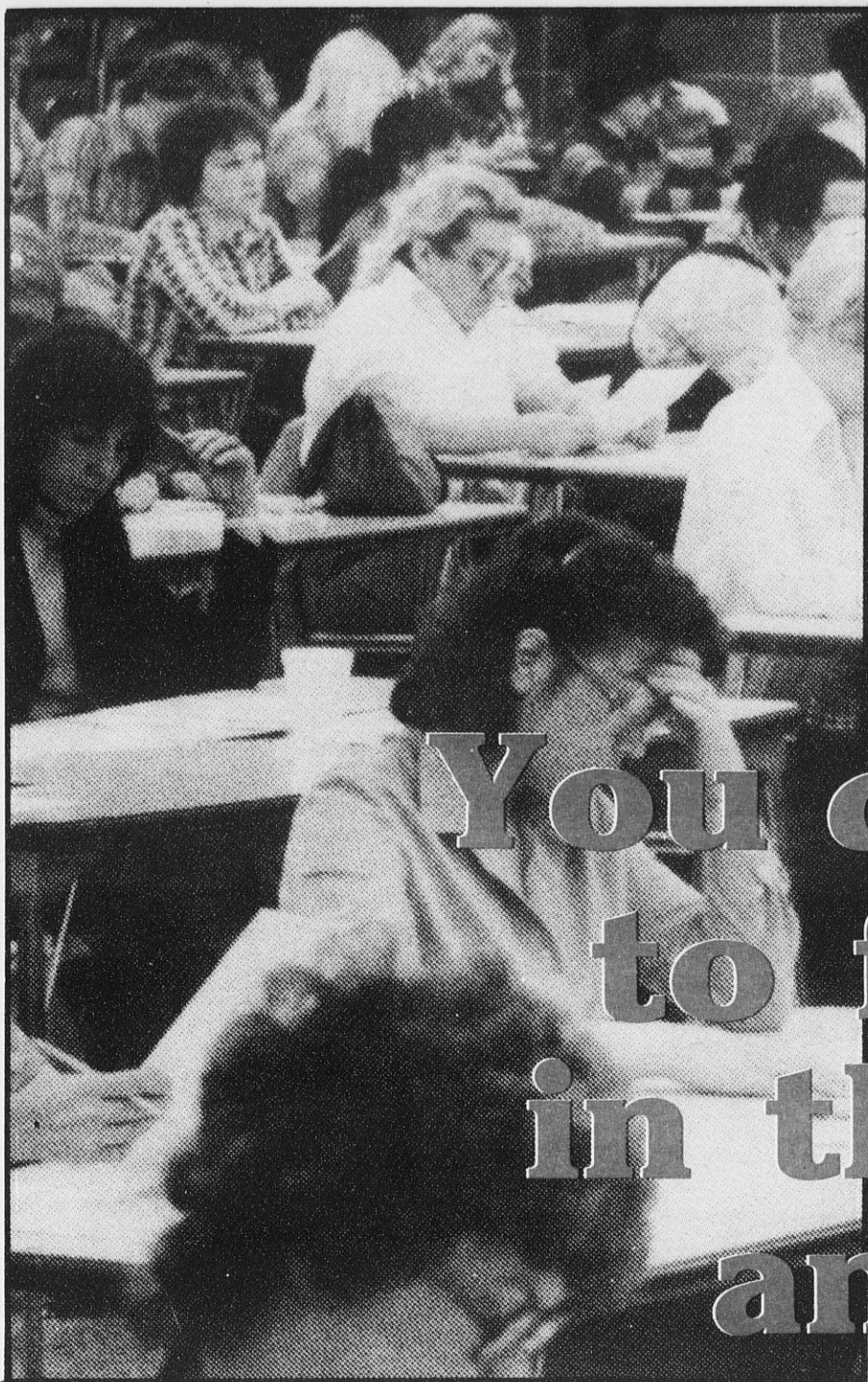
"When people do excellent work, they deserve to get credit for it and that's what this program is all about," says CSEA President William McGowan of the New York State Labor/Management Achievement Awards.

Created through cooperation between CSEA and the state, the awards program tries to recognize outstanding examples of individual job effort, team approaches to work situations, labor/management success and extraordinary achievement.

Last year, 35 individuals, four labor/management teams and seven joint committees were honored for their on-the-job contributions.

Now is the time to nominate for this year's awards the people in your workplace who make a real difference every day. Your local president should have nomination forms which can be submitted to the NYS/CSEA Labor/Management Committees until September 15.

For more information write the L/M Committees, One Commerce Plaza, Suite 1930, Albany, New York, 12210, or phone (518) 473-3417.



Lawsuit puts stop to zone scoring

You don't have to feel lost in the crowd anymore

ALBANY — CSEA has won another round in its court battle against zone scoring of competitive civil service tests.

The Appellate Division of state Supreme Court ruled, in a lawsuit brought by CSEA against the state Civil Service Commission, that zone scoring is unconstitutional. That July 30 ruling upheld a Supreme Court decision last December to grant CSEA an injunction on the same grounds. The state had appealed that decision to the Appellate Division.

Appellate Court Judge Paul J. Yesawich Jr., in the majority decision, commented that scoring applicants in broad ranges "can work mischief, for those with demonstrably higher scores can be passed over by 'nominating' officials for those with lower scores within the same zone."

In zone scoring, applicants in a particular scoring range are given the same grade which allows the hiring agency much wider latitude in picking a candidate.

It can be compared to a teacher grading students and assigning everyone in the 90 to 100 percent range an "A." That creates a bigger pool of applicants for a job rather than limiting selection to the three highest scorers on an exam.

CSEA President William L. McGowan hailed the decision as a "a major victory that guarantees you're hired on what you know instead of who you know."

The union had warned in court papers that the controversial practice of zone scoring was "unconstitutional" and that state and local government hiring should be done on the principle of "merit and fitness."

CSEA claimed zone scoring violates the constitutional principles of merit and fitness and provides an opportunity for cronyism and political patronage in civil service hiring.

The state is now expected to appeal the decision one last time to the state's highest court — the Court of Appeals.

If appealed, the case is expected to be heard this year.

Comp worth pay due in September

About 42,000 CSEA members are scheduled to receive long-awaited comparable worth salary increases in early September. The state comptroller's office reports the initial retroactive pay increases will be paid on Sept. 2 and 9.

Gov. Cuomo recently signed comparable worth legislation that CSEA pushed through the state Legislature in the closing moments of the recent session.

CSEA stepped in and took charge after an administrative error by the state and a contract grievance filed by the Public Employees Federation (PEF) bogged down the process and

delayed payments. Payments will not be made to 4,800 PEF members scheduled for increases pending resolution of that grievance.

"This is a great victory for CSEA members," says CSEA statewide President William L. McGowan. "We worked hard and, finally, over 42,000 of our members will be getting what they rightfully deserve."

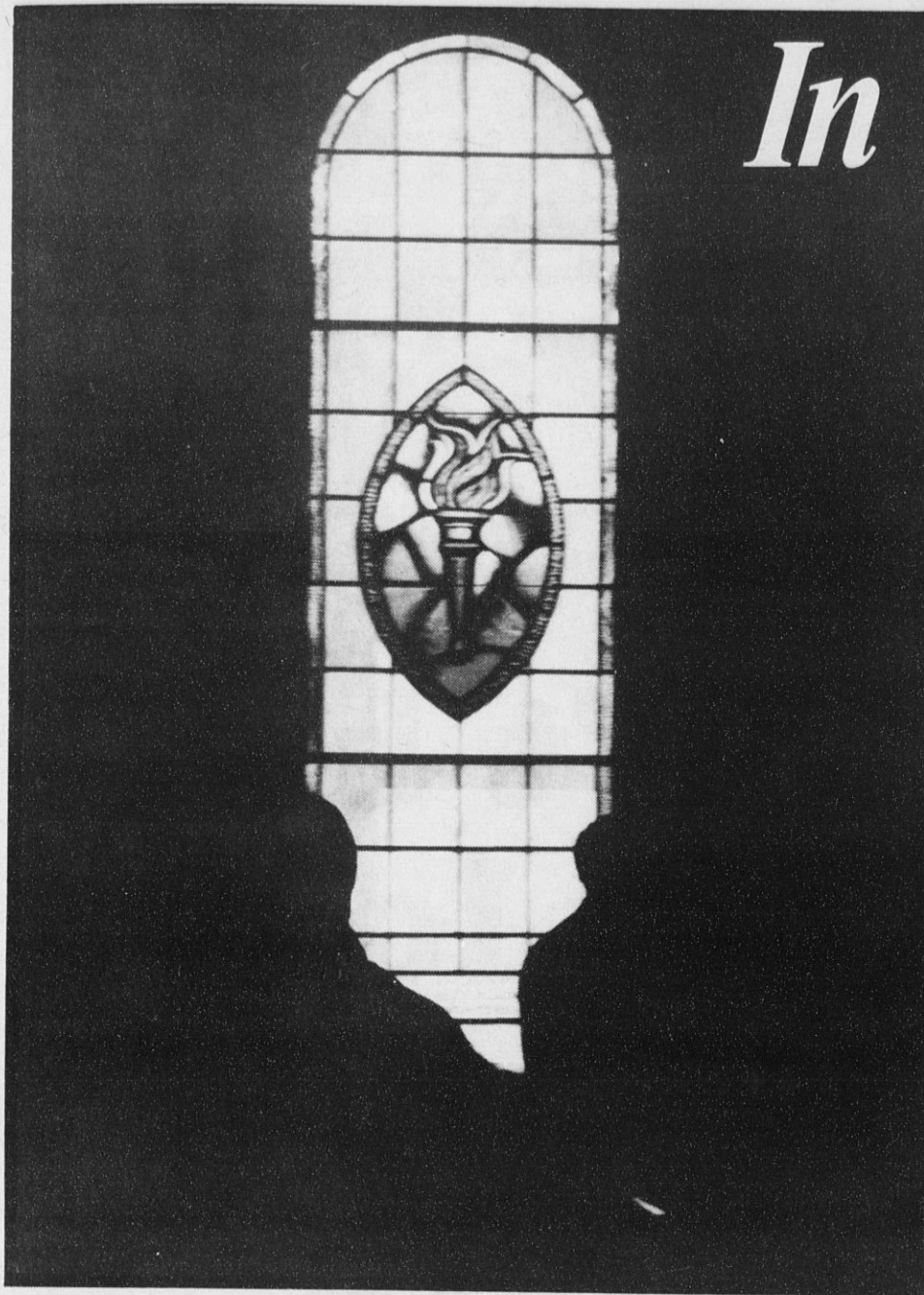
More than 150 state job titles were reallocated upwards by between one and four grades under the comparable worth program announced in April. Pay increases are retroactive to April.

In Remembrance

On a day when temperatures inside the church must have topped 100 degrees, relatives, friends and co-workers packed Calvary Baptist Church in Haverstraw to overflowing for Clara Taylor's funeral.

The large number of people and their willingness to endure oppressive heat and humidity were a tribute to the special way people felt about this special person.

The photos on these pages are published out of respect for the memory of Clara Taylor; wife, mother, grandmother, member of CSEA, a fellow human being.



Local president demands answers

The murder of Clara Taylor has caused great anxiety, plenty of fear and a host of rumors at Rockland Psychiatric Center, according to CSEA Local 421 President Glenda Davis.

She has written Rockland PC Executive Director Hal Margosian, urging him to meet with employees on every shift to listen to their concerns and provide answers.

Davis says employees want to know if a security officer assigned to the transitional ward after the murder will remain there permanently and want police to release more information about their investigation into the homicide.

"Another area of concern centers around the staffing shortage," according to Davis. She points out that overtime is being used in some instances to provide two staff members on every ward since the murder. "Most of the staff have done more than their share of overtime and are burned-out . . . will staffing levels be increased to provide adequate and appropriate care to the patients?" she asks.

"What action is being taken by the Office of Mental Health? What long range plans are being developed at RPC to address these concerns? Answers and direction are desperately needed at this point," Davis concludes.

A memorial fund for Clara Loraine Taylor has been established. Send contributions by August 22 to:

**The Clara Loraine Taylor Memorial Fund
c/o Pat Taylor
65 South Main Street
Pearl River, N.Y. 10965**





AMONG THOSE ATTENDING services for Clara Taylor were, from left, CSEA statewide President William L. McGowan, Office of Mental Health Commissioner Steven E. Katz and CSEA Southern Region President Pat Mascioli.

'We share your grief'

A memorial service for the late Clara Taylor was held last week at the Rockland Psychiatric Center. There, where Clara had worked for many years and where she died, family members, friends and co-workers gathered to remember her. The following letter from CSEA President William L. McGowan was read during the service:

Mr. Elvey Taylor and Family

July 28, 1987

Dear Pastor Taylor:

● There is no question that you and your family have suffered tremendously during the past ten days. To the extent that it may provide you with some degree of solace, many around you at this Memorial Service today and many others who cannot be with you at the moment share very much in your grief.

Having attended Clara's services last Wednesday and having heard from those who knew your wife, I was able to better understand the extent of everyone's loss. Nine of your children no longer have a mother. You no longer have a loving wife at your side. The church which relied so much on Clara to passionately present its teachings now sees emptiness where this vivacious lady once stood. The patients and staff at Rockland no longer have the friend and co-worker they all came to know and respect.

● Very obviously, Clara Loraine Taylor wrote her own eulogy during her lifetime. As Reverend Alston said at her service, it was not at all difficult for her to think of what had to be said because her dedication allowed her to accomplish so much.

What is left, then, is her legacy. Certainly to her family and her church her very presence for as long as it was with us, in light of her accomplishments, stands as a living memorial. To her friends and co-workers, however, her legacy has yet to be written. To the extent that Clara did not live her life in vain, it is equally important that her tragic death also serves a purpose.

As President of CSEA, I want you and your family to know, Pastor Taylor, that CSEA not only shares your anguish but for many obvious reasons we never want such a tragedy to reoccur. While we cannot bring back your wife, we also cannot fail to act. We have to look at what has occurred here and seek out root causes. I am sure that current investigations will provide important answers. CSEA, however, will be looking beyond the surface. This tragedy cannot be repeated.

Once again, Pastor Taylor and all of your family, on behalf of all of CSEA, we share your grief, we share your pain and we share as well in your loss.

Sincerely,

William L. McGowan

William L. McGowan
CSEA President



DO-IT-YOURSELF

By Charles McGeary
CSEA Communications Associate

PHOENIX — You say you are trying to convince your local government contracting out isn't the way to go, but you need a clincher? No problem! Tune in to the current village of Phoenix project, estimated to save \$100,000 or more in construction and labor costs for a new Department of Public Works garage complex!

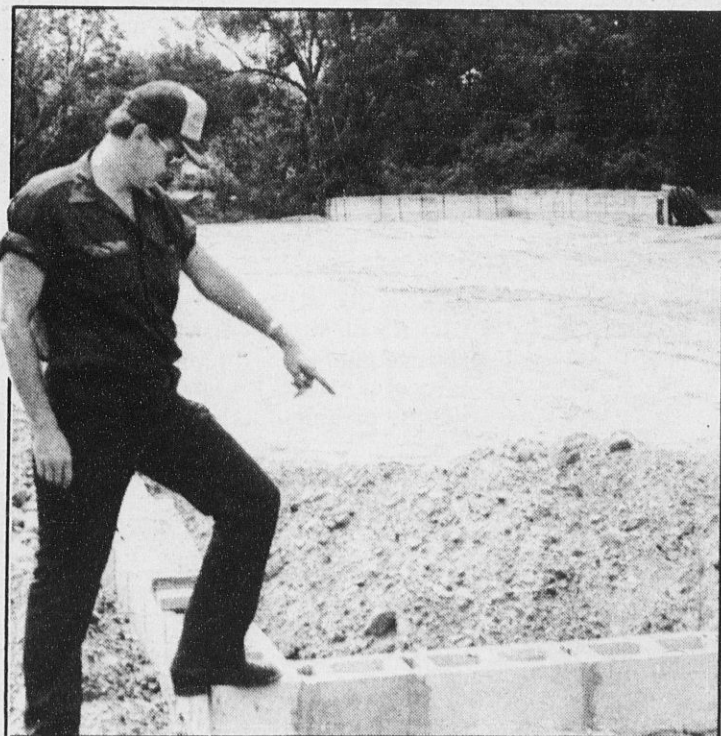
The savings aren't due to budget-juggling or fast talk and mirrors but to the foresight and common sense of Phoenix Mayor Marv Dix. He utilizes a valuable commodity: the know-how and dedication of his own village employees.

"For some time Mayor Dix and the village have known that a local barge canal bridge would be replaced, and the access road to the bridge widened. That would block the entrance to our DPW garage," says Jim Ferens, CSEA steward for the Village of Phoenix Unit of Oswego County Local 838.

"After the mayor discussed his ideas with Supervisor Nels Burdick and the DPW crew, he took his 'floor plan' to the Village Board where it received immediate approval," Ferens adds.

"We did our homework," says Dix during an interview at his equipment and supply store in Phoenix. "We went to the village employees with some straight talk: 'You

When we can take on a project and save taxpayers money, it makes good sense.'



JIM FERENS, CSEA STEWARD for Village of Phoenix Unit of Oswego County Local 838, indicates the site of the new DPW garage.



VILLAGE OF PHOENIX employees, from left, Jim Ferens, Gary Smith and Foreman Bill Shepard, take a noontime break at the site of the new DPW garage.

need a building, the village needs a building. If we put it up ourselves, we can save the village a bundle of money."

Using his expertise in the building trade, Dix estimated the new garage complex could be built on village land for \$25,000 in building materials and an additional \$35,000 in construction costs and labor.

Compared to an estimated cost of \$160,000, plus bonding charges, for contracting the job to outside bidders, "do-it-yourself" was clearly the smarter strategy.

Using the village 10-man work crew, plus some hands-on help from the mayor and Oswego County highway trucks and employees, the project is underway. Dix estimates village employees can complete 95 percent of the job.

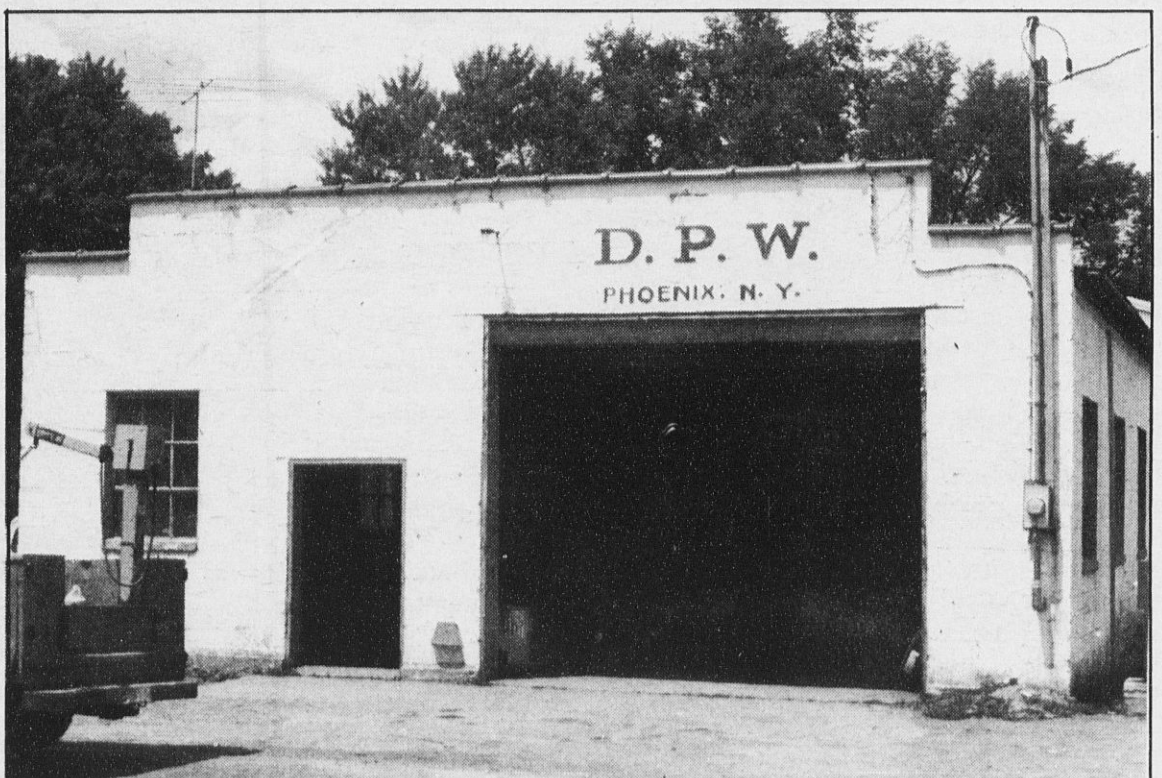
"Supervisor Burdick and his crew work on the project when they can find the hours

away from other jobs," says Dix. "Since we poured the concrete, the shell of the building should go up quickly. We hope for completion and an open house in September."

That date may require some weekend overtime, but no one doubts the job will be completed on time.

"This isn't our first do-it-yourself project. We put in 1,500 feet of water main in the south end of the village. That job included home tie-ins and hydrants for a savings to the village of \$20,000," says Ferens.

"We have a good team here, and Mayor Dix and the Village Board know it. When we can take on a project and save taxpayers money, it makes good sense," he says. "Call it employee pride or community pride, we stay on the payroll; the village saves money. Everybody wins!"



THE OLD DPW GARAGE was closed when widened access road to new barge canal bridge in Phoenix blocked its entrance.

Fight for fairness

By Ron Wofford

CSEA Communications Associate

ALBION — CSEA-represented Orleans County employees, without a contract since the first of the year, picketed a recent legislative public hearing on the unsettled issue.

But the hearing ended shortly after it began, with the county legislature failing to take any action. That leaves the more than 330 members of the county unit of Orleans County CSEA Local 837 in limbo.

After a year of negotiations, the sticking point has boiled down to three sick days, according to Unit President Chris Covell and CSEA Collective Bargaining Specialist and chief negotiator Tom Pomodoro.

"They want to reduce our sick leave accruals from 18 to 15 per year," Covell said. "But they refuse to offer anything for us to make such a concession."

The unit members had earlier accepted a fact finder's report calling for a 4 percent increase in both years of a two-year contract, plus 18 days of sick leave. The legislators rejected the recommendation.

Since the legislators did not vote to impose a contract, the impasse continues.

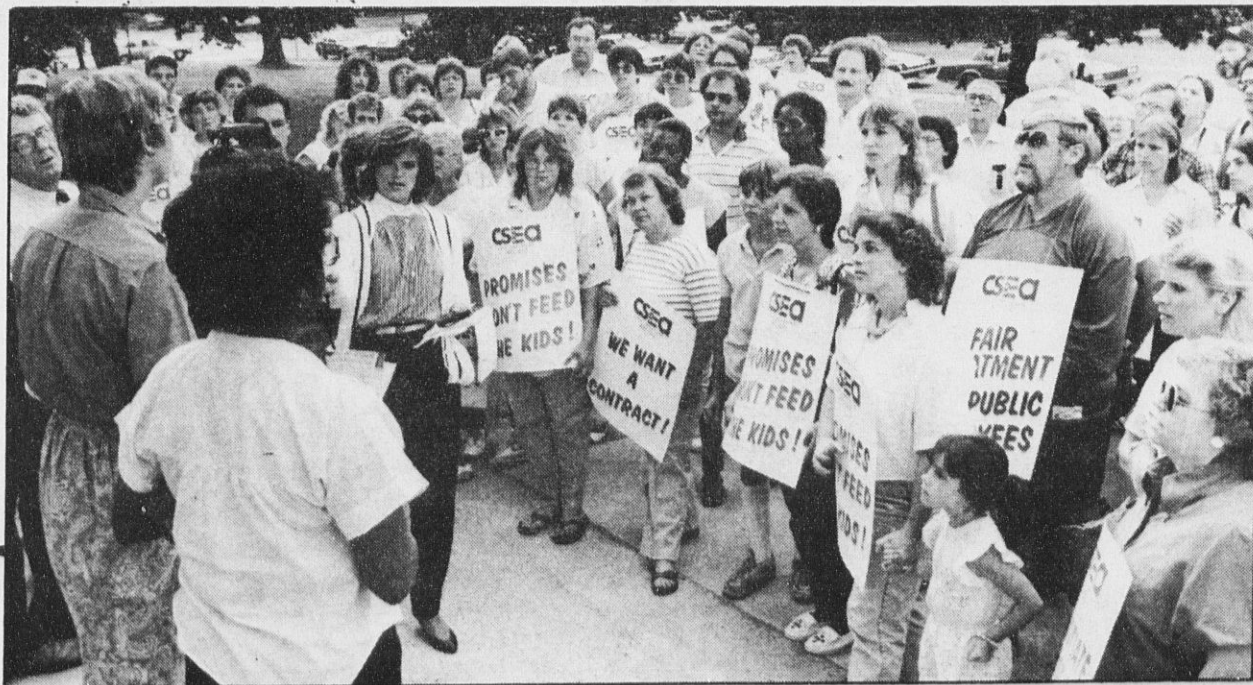
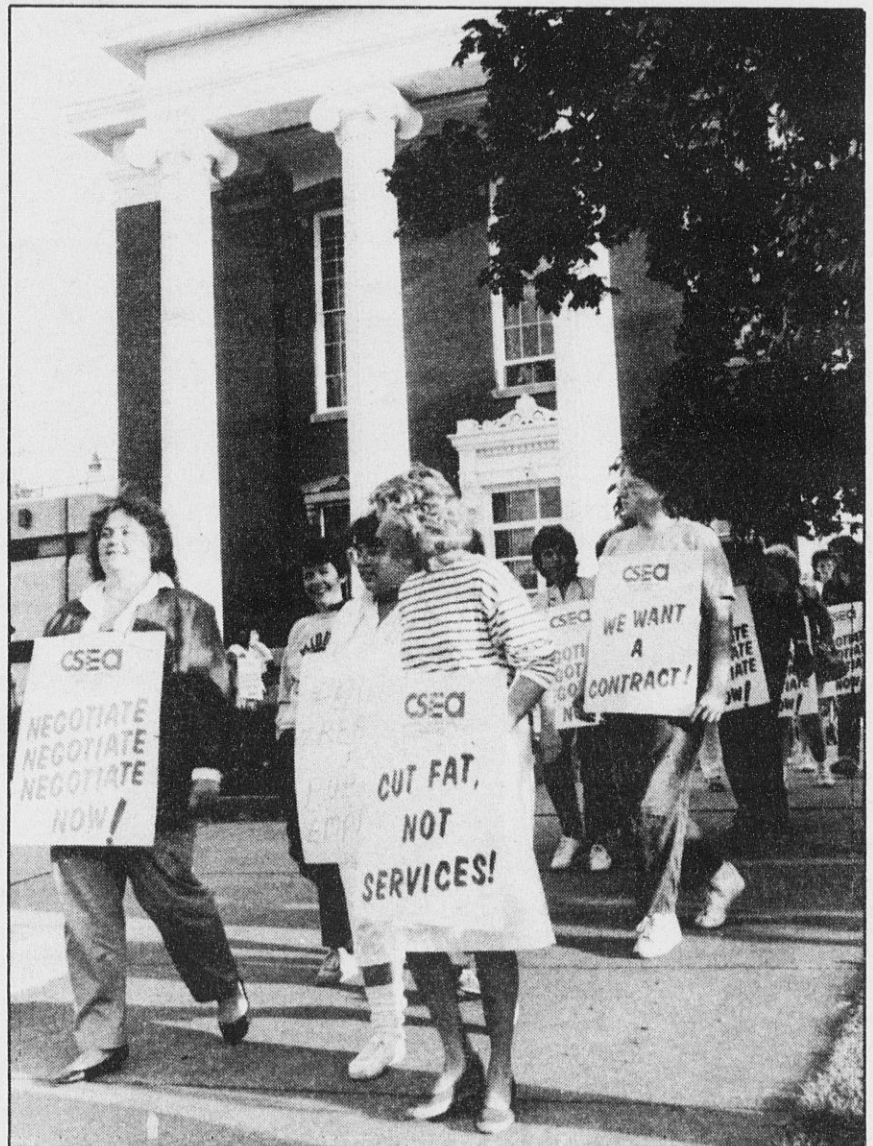
But CSEA Field Representative Debbie Lee urged the unit marchers not to "give in to their stalling tactics."

"Keep up your spirits," she counselled, "and stay ready to march again as necessary to gain your fair share."

**'Keep up your spirits
and stay ready to march
again...'**



LEADING ON the march of Orleans County CSEA Local 837 and its county unit members are Local 837 President Andrew Lucyszyn, Unit President Christine Covell and CSEA Field Representative Debbie Lee. The marchers were at the county legislature's public hearing on the lack of a contract for more than 330 unit members.



ORLEANS COUNTY WORKERS picket a county legislature public hearing over the lack of a contract, above. Below, the picketers listen to Orleans County Employee Unit President Christine Covell and CSEA Field Representative Debbie Lee.

Topping \$20,000

County Local awards scholarships

LOWVILLE — For the 11th year, Lewis County CSEA Local 815 has awarded scholarships to outstanding sons and daughters of its members.

With the five 1987 winners, the local has given a total of \$20,700 in scholarships, a remarkable achievement for a local of fewer than 400 members.

According to Scholarship Committee Chairperson Mary Buckingham, the winners were selected on the basis of academic achievement, school and community activities and financial need. Each winner received a \$500 check at his or her high school graduation.

The 1987 winners

Beth Scheidelman, daughter of Bruce and Karen Scheidelman of Lowville, is a 1987 graduate of Lowville Academy. She plans to attend Mohawk Valley Community College in Utica to study human services. Her mother is an employee of the Lewis County Public Health Department.

Sharon Bingle, daughter of Fred and Doris Bingle of Castorland, is a 1987 graduate of Beaver River Central School. She plans to study education at SUNY at Potsdam. Her mother is also employed with the county Public Health Department.

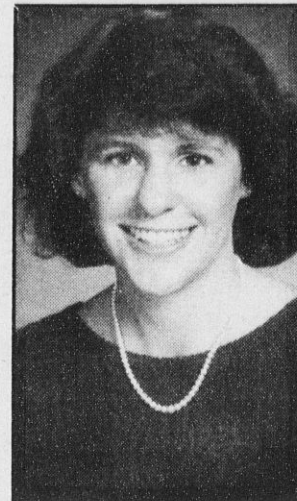
Jennifer Korman, daughter of Ann Korman of Lowville, is a graduate of Beaver River Central School and plans to pursue a liberal arts degree at SUNY at Oswego. Her mother is an employee of the Lewis County Department of Social Services.

Shauna Kraeger, daughter of Dennis and Pat Kraeger of Lowville, is a graduate of

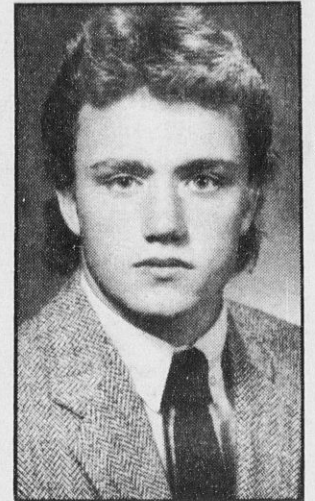
Lowville Academy. She plans to attend LeMoyne College in Syracuse to study health care administration. Her mother is supervisor of registered nurses at Lewis County General Hospital.

William Hardie, son of Beverly Hardie of Lowville, is a graduate of Lowville Academy. He is also winner of an Irving Flaumenbaum Memorial Scholarship, one of three awarded in each of CSEA's six regions. Hardie plans to major in business management at St. John Fisher College in Rochester. His mother is an employee of Lewis County General Hospital.

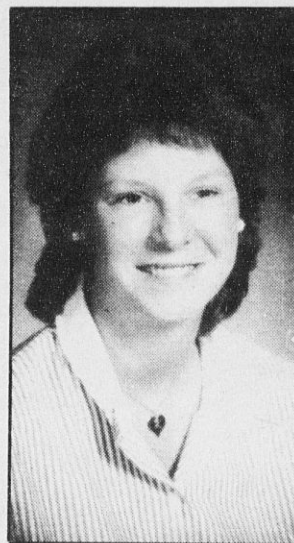
Rita Bero, president of Local 825, said, "As president I want to extend congratulations to our five 1987 winners and wish them success in their pursuit of further education and future careers."



Sharon Bingle



William Hardie



Jennifer Korman



Shauna Kraeger

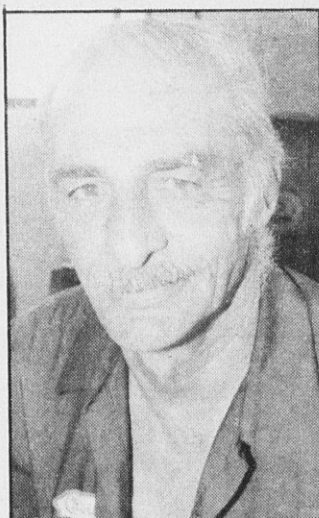


Beth Scheidelman



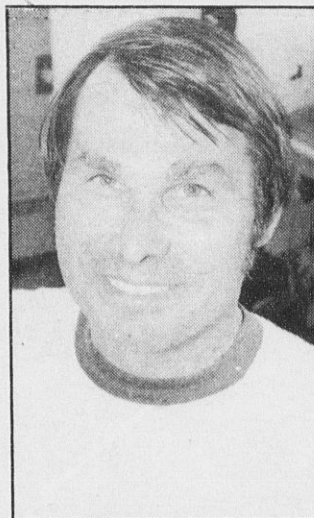
"How do you think the state of New York will solve its landfill problems?"

Where asked:
Region I



CHARLES ANVAS, heavy equipment operator, Brookhaven Landfill

"They need to give landfills an extension, more men and more equipment."



RONALD NOWICKI, construction equipment operator, Suffolk County CSEA Local 853

"They need to extend the date past the year 2000. They also need to have mandatory separation of materials and a mandatory recycling program and increased manpower."



PAUL SCHMIDT, construction equipment operator, Brookhaven Landfill

"Before they get into burning and incinerating, they'd better get more information on what the residue and by-products will be before they have more problems than they have now."



NANCY CHRISTIAN, scale operator, Brookhaven Landfill

"The garbage is going to have to be recycled and incinerated. There are going to be major problems. People will have to be totally re-educated for recycling to work."



NEGOTIATING



DAY CARE

On hold in Hauppauge

EDITOR'S NOTE: As previously reported in *The Public Sector*, CSEA is taking a good hard look at the day care needs of its members. Even with a great need and support from the New York State Labor/Management Child Care Advisory committee, starting a center can be a long and frustrating process. As this story shows, sometimes hardworking and dedicated day care committees still run into large stumbling blocks that are tough to overcome. That's why CSEA is looking at new ways to help local committees succeed.

By Sheryl Carlin

CSEA Communications Associate

When a committee was formed to plan a day care program at the Hauppauge State Office Building, women such as Donna LaBiosa and Josephine Brazier joined quickly, knowing they needed day care for their preschool children.

That was 10 years ago.

"It's almost funny," said LaBiosa, a tax auditor in the Tax and Finance Department at the state office building. "I'm still on the committee but I don't even have preschool-age children anymore; that's how long it's been."

First the committee had to do a day care needs assessment which showed a great amount of interest. Next they fought for seed money from the state. They got that. Then they looked for appropriate space. That's where the plan has stalled.

"No one wants to give us space. In 1974, a skylight fell out of the ceiling in the building so they wouldn't even consider it for a while," LaBiosa said. "Then we found an office but it wouldn't pass the fire code. Next we considered using freestanding buildings outside, but that was too expensive."

The next roadblock arose when there was a fire in the building and fire safety was again cited as an argument against making day care space in the building.

Most recently, the Tax and Finance Department, which is conveniently located on the ground floor, was chosen as the best site and blueprints for the day care center were finally drawn up.

"Now we're waiting for OGS (the Office of General Services) to get us an estimate of the cost of moving the Tax and Finance

Department," said Brazier, who was planning her first pregnancy when she agreed to head the committee. "The child I was hoping to get day care for is now nine years old. Maybe by the time he has children there will be day care here."

Brazier feels that a major roadblock has been formed by OGS because "OGS won't deal with the committee, only the governor's office."

Although blueprints are drawn up and OGS is working on a cost estimate for moving the Tax and Finance Department to another part of the building, LaBiosa says there is also talk of remodeling that same department.

"I don't think anyone believes we will ever actually get a day care program going because it's been so long," she said.

But Robin Ferencz-Katfica feels differently. "I'm sure this child care center will come about. I'm sure we'll do it," she said.

Katfica, a compliance representative in the Tax and Finance Department, indicated there has been too much work and the plans are too good to be scrapped.

"They're even talking about including infants, which is wonderful and innovative. Most centers only consider children two years and nine months to five or seven years old," she stated.

While waiting for day care to become a reality at the state office building, working parents see at least one positive development. They have been offered the opportunity to enroll their children in the day care facility at nearby Long Island Developmental Center.

It may not be a perfect option, but after 10 years of delays, it is a start.

“The child I was hoping to get day care for is now 9 years-old. Maybe by the time he has children there will be day care here”

Tara's gift:

A story of love, hope

By Kathleen Daly
Associate Editor, The Public Sector

OGDENSBURG — Tara Cipriani's story could be a sad one — the story of a 16-year-old girl whose life, already severely limited, was ended last month by a disease with no cure.

But Tara refused to live a sad life, and her mother, Sheila Cipriani, plans to continue sharing Tara's tradition of love and joy. By sharing Tara's story, she hopes to spread knowledge about Tara's disease, cystic fibrosis, and support for research into a cure.

A member of St. Lawrence Psychiatric Center CSEA Local 423, Sheila had agreed to a story in *The Public Sector* about her daughter and the battle with her disease, cystic fibrosis. Tara, too, wanted the story written, said Local 423 President Donald Calkins, because it just might help someone else. But Tara died too soon.

"She was 16, but she had the mind of a 26-year-old because she had to grow up so fast," Calkins said. "I was lucky to get to know her."

Cystic fibrosis is the leading genetic killer of teen-agers and young adults. It is a genetic disease that leaves its victims fighting for breath; they suffer from excessive mucous in their lungs and digestive system. The victims have trouble gaining weight and suffer frequent respiratory infections.

Despite her illness, Tara was active and involved, Sheila Cipriani said. For example, she took a real interest in young people who were mentally ill or mentally retarded. When a friend attempted suicide, Tara sat the boy down for a long talk, Sheila recalled.

"Tara helped him so much by talking with him about how much she would love to have a healthy body and be able to do all the things he can do," Sheila said. The boy was going to take her to her junior prom next spring.

Tara was a fan of rock 'n'roll, particularly Motley Crue, and she even played soccer when she could. Although she couldn't attend school after a time, she studied with

tutors and had an 89-point average for her sophomore year.

Through her daughter's life and struggle, Sheila Cipriani said she has learned the importance of spending time with people she loves and the importance of "reaching out and touching someone" physically. There was a lot of hugging between Sheila, Tara and Tara's brother, D.J., Sheila said.

Tara's message, she said, is love.

"Tara radiated love to all who knew her and many who knew her only through word of mouth. She was and still is a beautiful child," Sheila said. "She didn't complain about her disease outside of home. She either went and did whatever, like everyone else — and suffered the next day for it — or didn't go."

Sheila Cipriani said that until Tara was diagnosed as having cystic fibrosis, she knew little about the disease. Through Tara, many people in their North Country community know more. And over the years, there has been progress toward a cure. If knowledge of her daughter's life and death can help spur that cure, Sheila Cipriani said, Tara would be very happy.

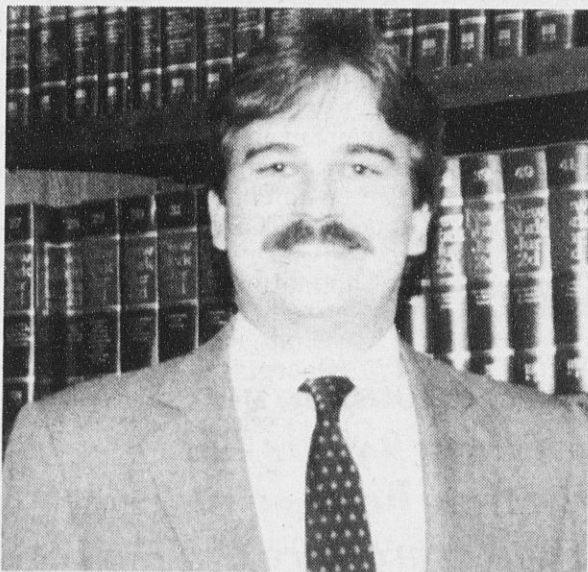
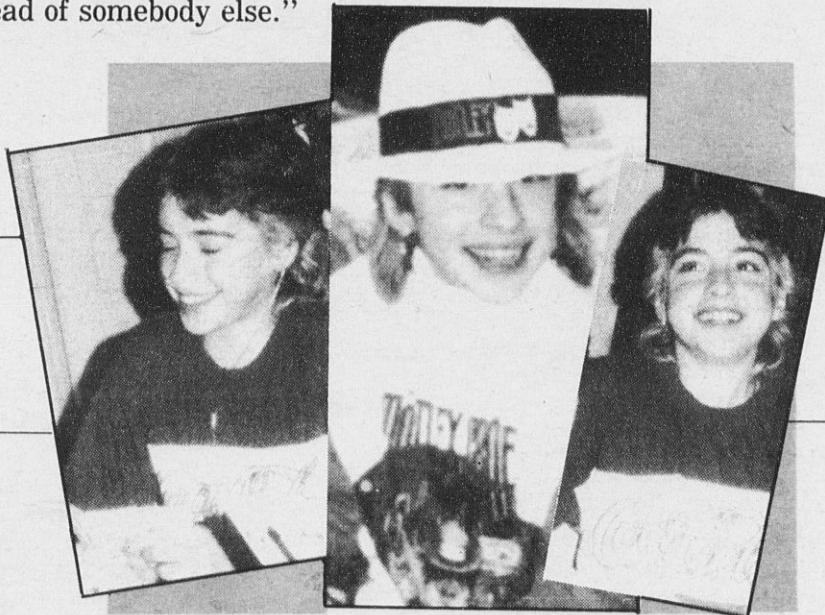
Shortly before she died, Tara told a local newspaper reporter she sometimes resented having cystic fibrosis.

"But deep down inside," Tara said, "I always thought there was a good reason it was me instead of somebody else."



Tara L. Cipriani

To contribute toward a cure for cystic fibrosis, send donations in Tara Cipriani's memory to: Cystic Fibrosis Foundation, Northeastern New York Chapter, 50 Colvin Avenue, Albany, N.Y. 12203. Note that you want your donation to be used for research purposes.



Former prosecutor joins the CSEA Law Department

ALBANY — Paul Clayton, a former assistant district attorney, has joined the CSEA Law Department.

Clayton, a 1984 graduate of the State University at Buffalo Law School, served as an assistant district attorney for the Rensselaer County District Attorney's Office for three years before joining CSEA in July.

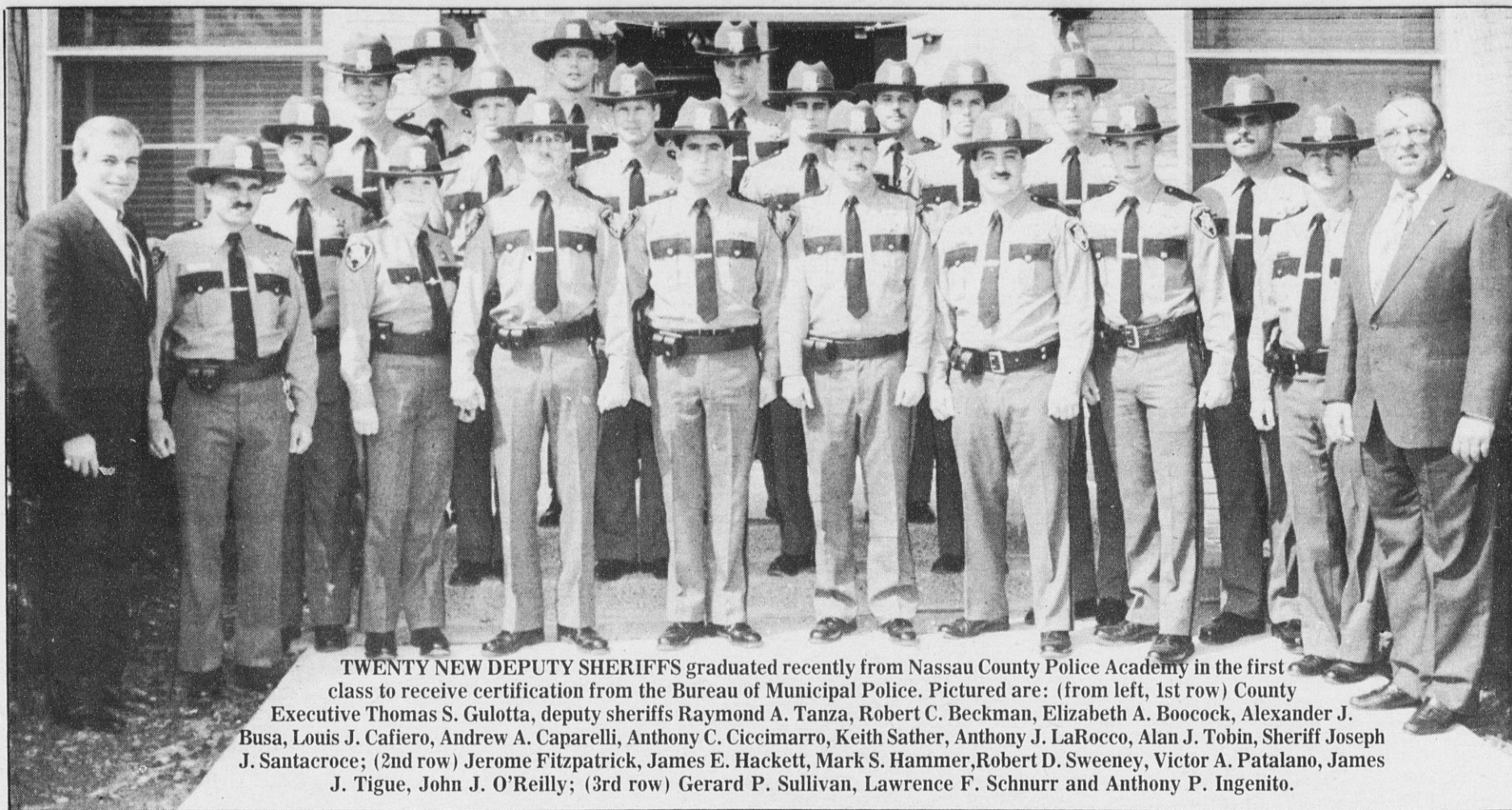
A native of Glens Falls, Clayton attended Adirondack Community College and SUNY at Albany, where he earned a

bachelor's degree in political science and history.

Clayton said his new position with CSEA gives him the opportunity to continue to do the litigation work that first attracted him to law.

He looks forward to being "in on the ground floor" with the new law department and helping it develop into a close-working team.

Clayton and his wife, Laura, live in East Greenbush.



TWENTY NEW DEPUTY SHERIFFS graduated recently from Nassau County Police Academy in the first class to receive certification from the Bureau of Municipal Police. Pictured are: (from left, 1st row) County Executive Thomas S. Gulotta, deputy sheriffs Raymond A. Tanza, Robert C. Beckman, Elizabeth A. Boocock, Alexander J. Busa, Louis J. Cafiero, Andrew A. Caparelli, Anthony C. Ciccimarro, Keith Sather, Anthony J. LaRocco, Alan J. Tobin, Sheriff Joseph J. Santacroce; (2nd row) Jerome Fitzpatrick, James E. Hackett, Mark S. Hammer, Robert D. Sweeney, Victor A. Patalano, James J. Tigue, John J. O'Reilly; (3rd row) Gerard P. Sullivan, Lawrence F. Schnurr and Anthony P. Ingenito.

CSEA Consumer Corner

Facts for consumers from the Federal Trade Commission

If you're having problems getting credit or paying your bills, you need time, patience and some understanding of the law to solve them.

You also need information on building a good credit history, improving a bad one and handling your debts. But beware of businesses that offer quick solutions. There are no easy answers to credit problems. Before you sign any contracts, get all the information you can.

You can get detailed information directly from federal and state agencies, but begin with this article. It offers a general overview that will lead you to more specific questions. And remember, the more you know about credit and consumer protection laws, the better off you are.

Why your credit history is important

Before giving you an account, creditors want to know how you've handled credit in the past. They can find this out from a credit bureau. Local credit bureaus gather such information from other lenders and then sell it to interested creditors.

Your credit history will note the types of credit accounts you've had (loans or credit cards), whether you tend to pay on time and whether you've ever declared bankruptcy or had claims against you. The better your credit record, including timely payments, the better chance you have of getting more credit.

How to build a credit history

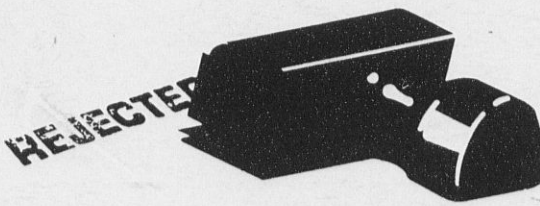
If you have no credit history, you can build one. The best way is to get a credit account from a local business or a small loan from a local bank. Be sure the creditor reports to the credit bureau so your credit history will be available to future lenders.

If you don't know what's on your credit file, check with your local credit bureau, listed under credit or credit reporting agencies in the yellow pages. For a small fee, the bureau will give you the information

in your report or give you a copy of it. Make sure you ask for information on credit under another name or shared with a spouse. If you shared a credit account or are currently sharing one, ask that it be listed under your name as well.

When contacting your credit bureau, be sure to do it in writing and include all relevant information such as account numbers to help speed the process. Keep a copy of what you send.

If you are rejected for credit, find out why. Once rejected, wait six months before reapplying; some creditors may reject you



if they think you are trying to open too many accounts too quickly.

You may consider asking someone with an established credit history to act as a co-signer. Because a co-signer promises to pay if you don't, this can improve your chances of getting credit.

How to improve a bad credit history

You have a legal right to have any inaccuracies on your credit history corrected; if a creditor rejects you based on a credit bureau report, they must identify the bureau. If you ask for it, the credit bureau must give you the information in your credit file. If you find inaccuracies or incomplete information, you have a right to ask the credit bureau in writing to reinvestigate.

If the negative information is accurate, then only time will help — credit bureaus can keep bankruptcies on report for 10 years

and other negative information for seven years.

How to deal with debts

If illness or job loss makes it impossible for you to pay your bills on time, contact your creditors immediately to work out a modified payment plan BEFORE they contact a debt collector.

Be wary of businesses that offer debt consolidation loans, debt counseling or debt reorganization plans; investigate the company thoroughly. They may not give you full information or could cost more than they save and put you in even hotter water financially. Do not rely on promises that do not appear in your contract.

Also check with the Better Business Bureau and your state and local Consumer Protection Office to see if other consumers have complained about the business.

If you want help, consider the Consumer Credit Counseling Service (CCCS). This is a non-profit organization with more than 200 offices in 44 states. CCCS counselors will try to arrange a repayment plan that is acceptable to you and your creditors. They will also help you set up a realistic budget and plan future expenses. The services are offered at little or no charge.

You can find the CCCS office nearest you by contacting:

The National Foundation for Consumer Credit Inc.
Suite 600
8701 Georgia Avenue
Silver Spring, Maryland 20910
(301) 589-5600

The Federal Trade Commission provides free fact sheets on federal consumer credit laws. For these or related publications, write to: Public Reference, Federal Trade Commission, Washington, D.C. 20580.

Special elections scheduled to fill vacant board seats

Special elections will be held this fall to fill vacancies on CSEA's statewide Board of Directors.

Vacancies to be filled include Audit and Control, Public Service, Mental Hygiene Regions 3 and 5, and Albany, Chenango, Montgomery and Wayne Counties.

Details, including the timetable for nominating petitions and an election schedule, will be published in the next edition of *The Public Sector*.



INSPECTORS FOR THE STATE RACING AND WAGERING BOARD see that horses are free of drugs and alcohol before they run. Shown here with racehorse "Beau Du Jour" are inspectors John Ariniello, Robert Brester,

track employee Carol Janger, inspectors Alex Bruner, Joseph Basciano and Lewis Gold.

No horsing around

And . . . they're off!

But not before employees of the state Racing and Wagering Board say that both horse and driver are OK to leave the starting gate.

At Yonkers and Roosevelt Raceways, these inspectors are members of CSEA Local 009 Mid Hudson State Employees. They work half the season at Yonkers Raceway and the other half at Roosevelt.

Before each horse can run a race, the inspectors must test its urine and blood for drugs. If the test is positive, the horse is 'scratched' from the race. Eight horses run in each of 11 races — that means 88 horses have to be tested every night!

The inspectors must also test the drivers for alcohol. They give each driver a breathalyzer test before he's allowed to ride in any race.

School's out for 31-year member

By Anita Manley
CSEA Communications Associate

WARWICK — Looking back on 31 years with the Warwick School District, Harold Stage said the time has gone by quickly.

"Once it's over, it's not so bad," said Stage, a past president of the school district unit, at his retirement. "I've had my ups and downs as in any job. I feel I've been good to the school district and the school district has been good to me."

Born and raised in the Orange County community, Stage plans now to move to Arizona.

"It's good for the arthritis," he said, "and there's just enough change of seasons to suit me."

A head custodian for 26 years, Stage also found time to volunteer as a firefighter and with the local ambulance corps.

CSEA unit president for two years, Stage was also on the negotiating team and served as a union delegate for two years.

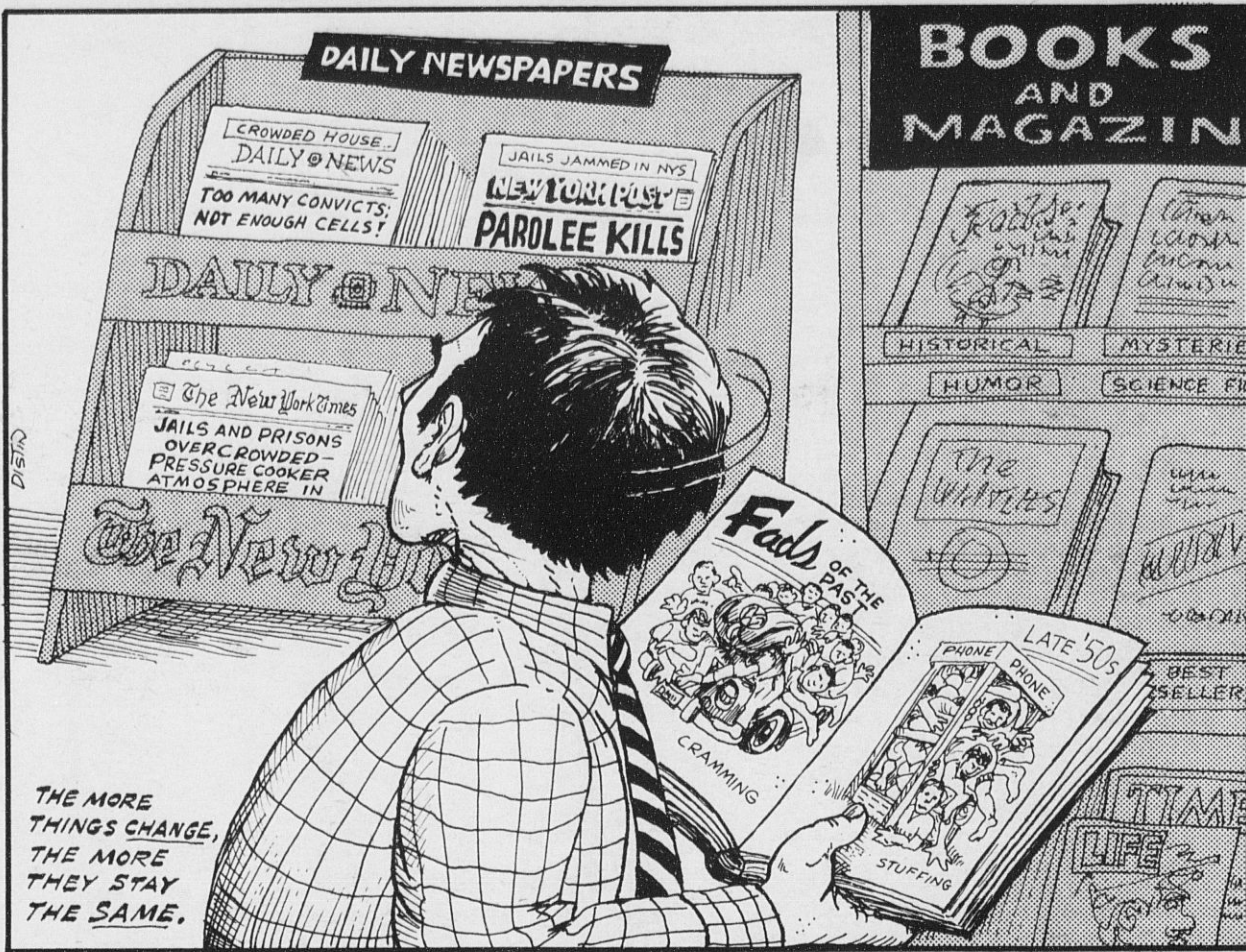
He has been impressed with the improvements he's seen in the educational system over the last three decades, Stage said.

"Education has come a long way," he said. "There are so many new programs for the gifted and the handicapped. All students used to be in one classroom. Now they get special attention. It makes a difference."

Stage will now travel to visit his children and grandchildren scattered across the country.

IN APPRECIATION — Warwick School District Unit President Naomi Kaplan presents a certificate of appreciation to past president Harold Stage. Stage recently retired after 31 years with the school district.





This, that

AND THE OTHER THING

Pesticide bill veto applauded

ALBANY — CSEA is applauding Gov. Mario Cuomo's veto of a plan that could have endangered the lives of farm workers as well as the general public.

The controversial bill, passed in the closing hours of the legislative session, would have exempted farmers from pesticide warning standards. That means farmers could have sprayed the toxic pesticides without notifying farm workers. Under current law, people who use pesticides on any land must warn its occupants.

Concern has grown recently about health risks for workers and the public from the use of certain pesticides. CSEA has even endorsed the United Farm Workers (UFW) call for a ban on dangerous pesticides. UFW President Cesar Chavez cites high worker illness, birth defects and even death from overexposure to the pesticides as evidence of the danger.

CSEA seeks field representative

CSEA is currently accepting applications for the following position:

***Field Representative (Region I) —**
Minimum qualifications include bachelor's degree or three years responsible work experience in personnel, labor relations or related field.

Driver's license and car are required for business.

Resumes should be submitted immediately to:

Personnel Director
P.O. Box 7125, Capitol Station
Albany, N.Y. 12224

CSEA is an equal opportunity employer.

"We are Number One"



POINTING OUT THEY'RE NUMBER ONE — CSEA members employed at Warsaw Department of Transportation (DOT) Residency were recently acknowledged for working more than 682 days without a time-lost injury.

Members of State Transportation Local 513, the employees proudly display their honorary banner. Local President Tom Patterson is at left.

CSEA

in the
public
service

AFSCME

Ahhh...

Searching for a breath of fresh air

Compiled by Lilly Gioia

CSEA Communications Associate

STATEN ISLAND — "You get a real closed in feeling working here, and I'm not the only one who complains of always feeling very tired and exhausted after you're in here for a while," said Delores Paronich.

Paronich is one of many Staten Island Department of Motor Vehicles (DMV) workers who suffer from the conditions at the facility. She recalls when the office was located in another building and the staff had none of the physical complaints associated with the current building's ventilation system.

The employees of the Staten Island DMV suffer from what is called "Tight Building Syndrome" — that is, their building's closed air circulation system is making them sick. The syndrome is a growing air pollution problem associated with such systems.

"I can't get over the difference when I get outside in the fresh air again," she said. "When you go outside, you feel revived."

Susan Karpeles, a fellow worker, described the ventilation system as "terrible, causing persistent sensations of your eyes burning and tearing." A year ago, noxious fumes entering the ventilation system sent her to a hospital emergency room complaining of nausea and a severe headache.

"It was the worst feeling I ever had," Karpeles said.

The office's air intake system picks up odors from a neighboring supermarket's ventilation system, often sending smells

ranging from baking onion bagels and apple pies to rotten eggs through the office.

When the complaints at the Staten Island DMV began, CSEA's Safety Committee suspected contaminated air, insufficient ventilation or both. Committee Chairperson Doris Becaccio, pointing out filthy overhead ventilation ducts that hadn't been cleaned in more than five years, decided to confront the problem head on.

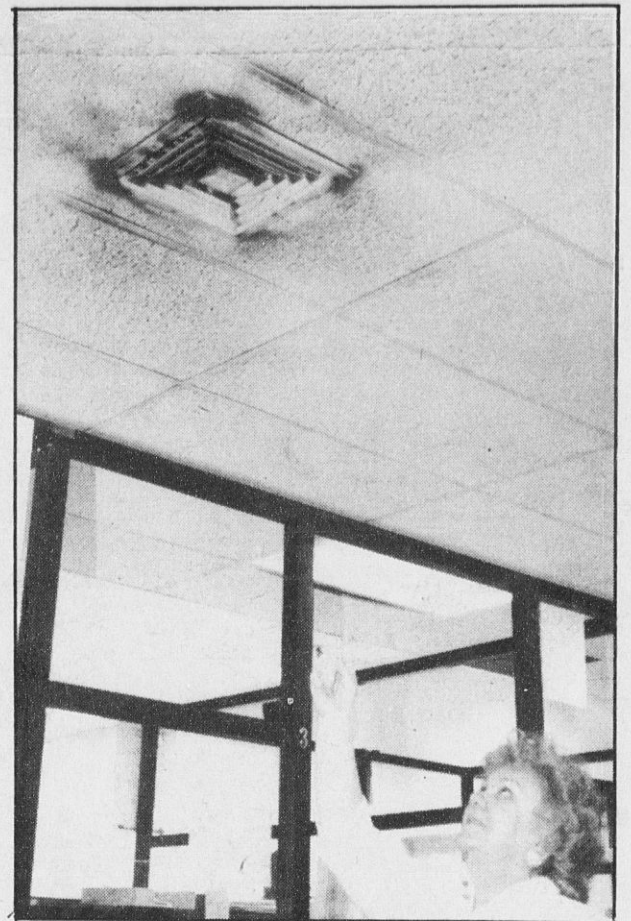
The committee and Region II Occupational Safety and Health Representative Hal Robertson developed a thorough questionnaire to identify the specific physical symptoms experienced by workers in the windowless office space. With 95 percent of the CSEA employees participating, the survey revealed complaints ranging from sinus inflammation to breathing difficulties, dizziness, light-headedness and headaches.

Finally, after a series of labor/management meetings, CSEA pushed for and got a timetable established for the cleaning of the ducts.

But just cleaning the ducts may not completely eliminate the symptoms that are sometimes traceable to building design, construction materials or the ventilation system's capacity.

Cleaning the air ducts is an important first step, Becaccio said.

"We feel we've made a good beginning," she said. Now she's planning a follow-up survey to be used after the ducts are cleaned to verify whether the health problems of the DMV workers have abated.



THE LIKELY CULPRIT — Doris Becaccio, chairperson of the CSEA Safety Committee at Staten Island Department of Motor Vehicles points out the filthy air ducts that may be the source of workers' illnesses.

Buildings need to breathe

We breath 24 hours a day without thinking about air. It's just there. But when buildings can't breathe, the people inside them feel the ill effects.

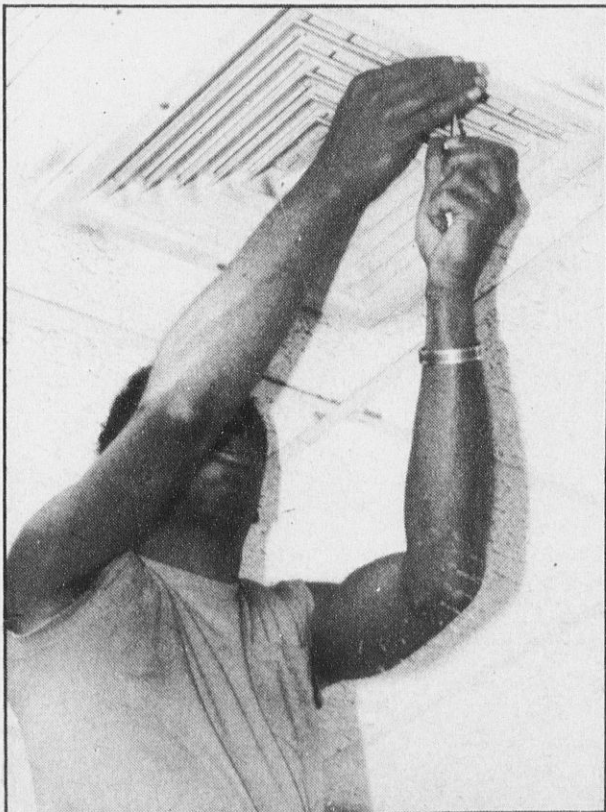
It's called "Tight Building Syndrome," a growing air pollution problem associated with closed air circulation systems. The Safety Committee members at the Staten Island Department of Motor Vehicles (DMV) researched the syndrome when workers began complaining of a variety of health problems, including dizziness and headaches.

"We learned that health care professionals, scientists and regulatory agencies around the country are very concerned about indoor air pollution," said Thea Lieberman, DMV shop steward.

The syndrome can have various causes, from dirty air ducts to construction design to an overburdened ventilation system.

White collar workers spend at least 85 percent of their time indoors, and recent findings show that indoor air contaminants are often two to 20 times higher than in outdoor air.

Circulating more fresh air can help, but if causes of the Tight Building Syndrome complaints are unclear, professionals may need to measure noise, light, airborne particles and air distribution to find the problem.



THE FIRST STEP — A worker begins the process of cleaning air ducts at the State Island Department of Motor Vehicles office.

